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Europe's Business Newspaper

FINANCIAL TIMES

FRIDAY APRIL 15, 1994

D8523A

Minister admits Air France losses may reach FFr9bn

Air France, the French state-owned airline, is expected to announce a loss of between FFr9bn (£1.37bn) and FFr9.5bn for 1993, substantially higher than previous estimates of a FFr7.5bn deficit, French transport minister Bernard Bosson said. Last September, Mr Bosson said the loss for 1993 would probably be about FFr5.5bn. In 1992, Air France reported losses of FFr3.1bn. Page 19

Serbs shell safe havens: The Bosnian Serbs received stern warnings from the White House and Nato after troops threatened a UN compound near Sarajevo with a tank, and shelled the safe haven of Tuzla. Page 18

New world trade body considers agenda: The 130-plus nations at the ministerial meeting of the General Agreement on Tariffs and Trade have begun to set the agenda for future trade negotiations even before the formal signing today of the Uruguay Round world trade accords. Page 18; Agenda takes shape, Page 8

Losses deepen at Cockerill-Sambre: The crisis in the European steel industry was highlighted when Cockerill-Sambre, Belgium's largest steel maker, announced a loss of BFr6.5bn (US\$8m) for 1993, compared with a loss of BFr1.4bn the previous year. Page 20

Mediators pull out of South Africa: An attempt to resolve South Africa's political crisis through foreign mediation collapsed as mediators left the country's political parties to their disputes. Page 7

Lebanese details Iraqis over killing: Two Iraqi diplomats were held by the Lebanese authorities on suspicion of assassinating a prominent opponent of President Saddam Hussein in Beirut. Page 7

Belgian UN troops to quit Rwanda: Belgium is to pull its 420-man United Nations contingent out of civil war-torn Rwanda, placing the UN's role in the country in doubt. Page 6

US and Seoul in nuclear talks: The US and South Korea will begin talks tomorrow in Seoul on efforts to renew negotiations with North Korea over inspections of its nuclear facilities. Page 7

Russia seeks to bind CIS economies: Russia, which today hosts the Commonwealth of Independent States summit, will propose the creation of an inter-state economic committee to be based in Minsk, the capital both of Belarus and the CIS. Page 3

Axa, second largest French insurer, announces a 31.8 per cent increase in net profits to FFr2.04bn (US\$340m). Page 18; Lex, Page 18

Schneider in £250m trust launches US fund: management group Schneider Stevens Clark is entering the UK by aiming to raise about £50m (£73m) by the end of the month through a new Latin American investment trust. Page 24

Soldiers mutiny in Lesotho: Dissident soldiers shot dead Lesotho's deputy prime minister and seized four cabinet ministers in a mutiny apparently over a planned government probe into the army, diplomats said. Page 6

Italian parties reach compromise: The three main parties of Italy's Freedom Alliance agreed on compromise candidates for speakers of the two houses of parliament, paving the way for a smooth opening of Italy's 12th postwar legislature today. Page 2

J.P. Morgan, the New York banking group, reported a 20 per cent fall in first-quarter net income to \$45m, due mainly to a sharp drop in revenues from trading in global financial markets, which turned sour two months ago. Page 19

Charges over Chile metals losses: Two former executives of Codelco, Chile's state copper company, have been charged with defrauding the state in connection with losses of more than \$200m made on metals futures trading in London and New York. Page 4

Laura Ashley 67% ahead: British fashion company Laura Ashley remained tight-lipped about the sudden departure of its American-born chief executive as it announced a 67 per cent increase in pre-tax profits to £5m. Page 23

Fortis profits fall: Hotel and restaurant group Fortis announced full-year pre-tax profits of £121m (£175.7m), compared with £154m, and said it had seen little improvement in the economies in which it operated. Page 19; Lex, Page 18

US STOCK MARKET INDICES

	US STOCK MARKET INDICES	US STERLING
FTSE 100	3,132.7	(-14.1)
Yield	5.4%	5.4%
FTSE Eurotrack 100	1,022.0	(+3.9)
FT-SE-A All-Share	1,582.7	(+0.4%)
New York Industrial	1,067.20	(+2.21%)
Dow Jones Ind Ave	3,065.80	(+5.8%)
S&P Composite	446.93	(+0.27%)
	9.8	(same)

US DOLLAR

	US DOLLAR
New York Industrial	1.72
DM	1.72
FF	0.8525
SF	1.4695
Y	10.25

US LONG-TERM MONEY

	US LONG-TERM MONEY	
3-mo Interbank	5.4%	(same)
Life long gilt future	Jan 1992	(Jan 1992)
Brent 15-day (Jan)	154.83	(14.65)
New York Comex (Jan)	328.23	(37.89)
London	337.75	(37.82)

Y Tokyo close Y 163.00

Angry Leipzig counts the cost of Schneider fall

By Judy Dempsey in Leipzig

"Damn him and his greed!" said Horst, who has been working on reconstruction of Leipzig's once elegant Hotel Fürstenhof for the Jürgen Schneider property group.

"This bloke comes with all the money from the west, he wants to do what he wants and then dumps us. He had better not come back here. Because if he does, well, I'd rather not say what I would do with him."

Horst and his colleagues were told yesterday morning to pack their tools and leave the building site - a vast hole flanked by a fragile nineteenth century facade. "We won't be coming back here for a while unless the banks do something. Huh!"

They are not alone in Leipzig in react-

ing with anger, underpinned by *schauderfreude*, to the collapse of the Schneider group precipitated by the disappearance on Friday last week of its 59-year-old founder and chief executive.

Yesterday Deutsche Bank and the Frankfurt prosecutor's office launched separate legal actions alleging fraud against Mr Schneider, while a meeting of bankers decided not to push the group, whose liabilities are thought to total DM9bn (£5.2bn), into bankruptcy.

Leipzig is asking local banks to help support more than 3,000 contractors and subcontractors after the collapse.

Mr Hiarich Lehmann-Grube, the mayor, has set up a working group comprising the city, the association of enterprises in Saxony, and the local trade and industry chambers.

"We have to limit the damage as

Schneider faces two allegations of fraud Page 17

much as possible," said Mr Christoph Sorge, a spokesman for the city. "The Schneider case has created a serious psychological problem with respect to the market and property prices."

"That guy probably rents too much in Leipzig," said one retailer. "He tried to control the most prestigious parts of the town centre. He has got what he deserves. But a lot of people will suffer."

He had rented from CIP, Mr Schneider's property agent, whose offices are located on the second floor of the beautiful Mädler-Passage, a sought-after site in the heart of Leipzig.

The retailer, who asked not to be named, initially said he had rented the property for DM80 a square metre. But when pressed further he said: "OK. OK. We have to pay DM200 per square metre. I have to pay monthly. I don't know if I can cope. It really is high. I am running up debts."

By mid morning, there were only four people in the dozen or so small, elegant shops, whose prices - targeted at tourists and professionals - are too high for most Leipzigers. Mr Ulrich Trevisas, an employee at CIP, tried to play down the affair. "We have no problems with our clients. Everything will be fine. We have rented out every square metre."

The retailers themselves are beginning to question their rents. "The going rate in the centre of the city for office space is about DM50," said Mr Matthias

Happ from Jones Lang Wootton, the international property consultants.

But the going rate for retail property in the city centre was now between DM120 and DM150, according to another consultant. He said Schneider had been able to raise retail rental rates beyond that level because of the shortage of prime renovated property in the centre of Leipzig.

Mr Schneider arrived in Leipzig soon after the collapse of the Berlin Wall in November 1989. "He took one look at some buildings and went for them," one official from the city council said. Mr Sorge elaborated: "In some cases, he bought directly from the state itself - in fact three properties. But he paid up. The city is not owed any money."

Continued on Page 18

Bundesbank cuts key rates by quarter point

Falling inflation justifies move despite money supply

By David Waller in Frankfurt and Sara Webb in London

The German Bundesbank yesterday lowered its key interest rates by a quarter of a percentage point, saying that falling inflation justified the cut in spite of rapid money supply growth.

The reduction of the discount rate to 5 per cent and the Lombard emergency borrowing rate to 6.5 per cent was followed by rate cuts in Switzerland, Austria, Belgium, the Netherlands and Denmark and raised expectations of similar moves by Italy and France.

The Bundesbank's move, which brings short-term interest rates to levels last seen five years ago, came despite explosive growth in Germany's money supply this year.

The cuts signal the bank's determination to continue its policy of slow, small reductions in short-term interest rates. Although the cut in the Lombard rate was expected, the reduction of the discount - the first since mid-February - surprised financial markets.

Mr Hans Tietmeyer, Bundesbank president, said: "We have studied the situation very hard today and we are convinced that we are on the way to fulfilling our most important goal, that of achieving price stability. Thus the decision (to cut rates) is appropriate despite the strong monetary expansion."

Mr Theo Walzel, finance minister, praised the move as encouraging a further strengthening of

the economy. The influential German Banks' Association said the cuts showed the Bundesbank's willingness to provide support for the economy within the framework of its stability-oriented monetary policy.

Despite the rate cuts, the D-Mark strengthened to close in London at DM1.7088 against the dollar compared with DM1.7135 on Wednesday, and was also higher against most European currencies.

European government bond markets jumped initially on the rate cut news, although the performance of some, including Germany's, later showed uneasiness about the possibility of higher US interest rates and concern about the pace of Germany's cuts in rates.

Mr Tietmeyer said that stripping out the impact of higher taxes on mineral oil, the inflation rate was 2.5 per cent in the first three months of this year.

He said the inflationary outlook had improved as a result of moderate settlements in this year's wage round as well as added flexibility in the labour market which benefited the economy.

Continued on Page 18

Hans Tietmeyer: "We are convinced we are on the way to fulfilling our most important goal, that of achieving price stability"

Photo: AP

US jets destroy own helicopters over north Iraq

By Jurek Martin in Washington

US Air Force jets accidentally shot down two US Army helicopters over northern Iraq yesterday, apparently killing all 26 people on board, including two British officers. President Bill Clinton expressed "deep sorrow" at the loss of the lives of those on a mission of mercy to protect Iraqi Kurds, and promised a full investigation.

He said "about 12" US crewmen had been lost. Mr Malcolm Rifkind, the UK defence secretary, who was in Washington for talks, confirmed that two British officers appeared to be among the victims, while one French and three Turkish officers had also died. Some civilians may have been on board.

Mr William Perry, US defence secretary, assumed "full responsibility" for the disaster, but was unable to report only "sketchy" details in a preliminary morning briefing. US search and rescue missions have been sent to the site.

The incident took place, Mr Perry said, about 0650 GMT, 34 miles north of Irbil in Iraq. Two US F16 fighters mistook the Black Hawk helicopters for Iraqi Soviet-made Hind helicopters violating the "no-fly zone" over northern Iraq.

The zone was established by the UN in 1991 to protect the

Kurds from attack by the Iraqi military in the wake of the Gulf War. A comparable prohibition on Iraqi aircraft covers the south of the country, protecting Shi'a Moslems.

Both Mr Perry and General John Shalikashvili, chairman of the joint chiefs of staff, were unable immediately to explain the misidentification both by the F16s, which could see the helicopters, and by a patrolling AWACS radar aircraft.

It was also unclear whether the helicopters had filed necessary flight plans and whether there had been any voice communication between the fighters and the helicopters before both jets fired their missiles. "Clearly something went wrong," General Shalikashvili said.

Mr Rifkind said the incident was particularly serious because it happened not at a time when we are at war, nor when visibility was poor.

A Kurdish spokesman said the helicopters were carrying officials from the UN office in Zakho, near the Turkish border, to a meeting with Kurdish leaders in Salahaddin in the central Kurdish region.

About 70 British and French fighter aircraft operate their no-fly zone patrols from the Nato base at Incirlik, in southern Turkey. The combined task force goes under the title Operation Provide Comfort.

Electronics giants reach accord on digital VCR design

By Alan Cane in London

A costly battle over the design of the next generation of video cassette recorders has been averted by an agreement on technical standards between the world's leading consumer electronics companies.

The accord, reached in Tokyo yesterday by the 50 members of the HD Digital Conference, is expected to avert the kind of marred introduction of analogue video recorders.

Sony had led the way with its technically superior Betamax format but eventually - in what was an expensive failure - had to concede defeat to JVC, which was more successful in persuading video film suppliers to use its VHS standard.

Mr Andrew House of Sony, acting as spokesman for the companies, said in Tokyo that digital technology would change the VCR industry "in the same way that digital has changed the music business by replacing

vinyl records with compact discs".

Other members of the HD Digital Conference include Matsushita and Toshiba of Japan, Philips of the Netherlands and Thomson of France. The computer companies IBM and Apple of the US are members because their PCs can be used to store computer data.

The standards are for high-definition digital VCRs, which use the binary digits ("bits") of computer language rather than analogue signals to record images and sounds. Digital VCRs will give greatly improved picture quality and make for cleaner tape copies.

Industry executives believe digital VCRs could be in the shops as early as next year. They are expected, however, to be expensive, with some estimates putting the cost of a machine at up to \$3,000.

Digital VCRs have been used by professionals for some time, but until recently were too large for domestic use. The new year.

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NEWS: EUROPE

Northern League insists on 31-year-old former student activist 'to breathe new life into parliament'

Italian allies agree choice of speakers

By Robert Graham in Rome

The three main parties of Italy's Freedom Alliance yesterday buried their differences over the choice of speakers for the two houses of parliament and agreed on compromise candidates.

The agreement paves the way for a smooth opening of Italy's 12th postwar legislature today and early election of the speakers of the senate and chamber of deputies. This is the first constitutional step towards forming a new government, which is likely to be headed by media magnate Mr Silvio Berlusconi.

The Alliance parties - Mr Berlusconi's Forza Italia, the populist Northern League and the neo-fascist MSI/National Alliance - have been squabbling for four days over who should fill these two key institutional posts. The most difficult has been that of the senate, where the Alliance is six seats short of a majority and whose speaker deputies for the president of the republic.

Yesterday, the three parties agreed to propose Mr Carlo Scognamiglio, an economist

and former rector of the private Rome university, Luiss. Mr Scognamiglio was a Liberal senator who transferred to Forza Italia.

His good contacts with the Rome establishment are considered likely to attract some cross-party support to help the Alliance majority. He is also well connected to the business world through his second wife, the daughter of Susanna Agnelli (sister of Fiat boss Giovanni) and his current companion, Cecilia Pirelli, daughter of Leopoldo Pirelli, the former head of the family tyre and cables group.

The agreement on Mr Scognamiglio, 49, who studied at the London School of Economics, was made possible by the withdrawal of the League candidate, Mr Francesco Speroni.

The League, as the party with the most parliamentarians in the Alliance, had insisted on one of its own being the senate speaker. By persuading him to stand down, Mr Berlusconi has been able to demonstrate he is not going to be dictated to by the League with its strong federalist aims.

But as a sop, the Alliance



Irene Pivetti, 31, proposed speaker of the chamber of deputies. If approved, she will be the youngest postwar speaker

Reuters

agreed to accept a League deputy to act as speaker of the chamber. They chose to propose Ms Irene Pivetti, 31, a former Catholic student activist and League deputy for Monza in the previous legislature.

Never before has such a

young and inexperienced person

been proposed for this key moderating post in the chamber, but the Alliance wanted to signal their desire to breathe new life into a discredited parliament.

Commenting on the proposal to nominate Ms Pivetti, Mr Massimo Scalia, a Green

spokesman, said: "We Romans are long used to being tolerant. Since Caligula proposed a horse to be senator we are not surprised by anything."

Today, as the new parliament convenes, the immunity of the members of the 11th legislature is finally removed.

This means that 26 members risk immediate arrest, the most prominent being Mr Giulio De Donato, the former Socialist minister, whom Naples magistrates have been seeking to arrest on a string of corruption charges for several months.

EU 'should help draw in central European states'

By David Gardner in Brussels

The European Union should set up new structures to help integrate central Europe and to circumvent vested interests which could prevent these nations joining the union for at least two decades.

This is the conclusion of a report for the European Commission published today by Richard Baldwin of the Centre for Economic Policy Research, the independent think-tank.

Mr Baldwin says present arrangements consist of bilateral Association Agreements, which link the central European states separately to the EU. These allow limited access to the EU market, but do nothing to promote intra-central European trade and inhibit investment in the region.

Beyond the Association Agreements lies the far horizon of EU membership promised for an unspecified future at last year's Copenhagen summit of Union heads of government. But in between, Mr Baldwin said "there is nothing to get us from here to there."

He argues that two concentric circles should be built around the EU core gradually to integrate central Europe.

The outer circle would include all central Europe and provide a duty-free zone for industrial products. Any liberalisation in one member would have to extend to all others, promoting trade on a pan-European basis. Mr Baldwin says this move would make trade policy more predictable and easier to administer.

A second circle, an organisation for European integration, closer to the EU for front-runners like Hungary, Poland and the Czech and Slovak republics and possibly Slovenia, would spread the single market to the region. Free movement of labour would be excluded but any central European country could move into this circle as soon as it was ready.

The need to broaden the current structure has already established itself in the Commission's current review of central Europe policy. But Mr Baldwin's analysis underplays the extent to which security concerns could propel faster integration of central Europe. Equally, his consideration of integration costs ignores the fact that the bulk of current regional aid to poor EU member states flows back to the richer countries as construction contracts and equipment supplies.

● *Towards and Integrated Europe, by Richard E Baldwin, from CEP, 25-28 Old Burlington Street, London W1X 1LB (Fax 4471-734 8760), Price £12.95/\$19.95; or in North America from Brookings Institution (Fax 1-202-797 6004)*

German parliament relaxes labour law

By Michael Lindemann in Bonn

The German parliament yesterday approved a long-awaited series of measures to relax labour market regulations and encourage job creation, thereby reducing Germany's jobless figures, which recently reached a post-war high.

The law will allow private employment agencies to enter a market which has until now been run exclusively by a state-owned agency. It will also encourage part-time working, a measure vigorously resisted by Germany's trade unions. Unemployed people will be encouraged to do paid work to help the community without losing their benefits, and to take on more seasonal work.

The Social Democratic party and other left-wing opposition parties said the law would not create new jobs but would whittle away workers' benefits. Unemployment reached 4.03m in January, a post-war high. There have been forecasts that the number of jobless could rise to 4.5m this year.

The official east German unemployment rate is 17 per cent, although German figures do not include people on job creation schemes, short-time work or early retirement.

With a general election in October, Chancellor Helmut Kohl hopes the new law and subsequent measures will counter suggestions the government is doing nothing.

However, it is unlikely the new legislation will bring any immediate relief to the unemployed. Analysts say the present high unemployment rate has little to do with a cyclical downturn in the economy and more with over-manning and excessive wages.

Mr Norbert Blum, employment minister, said the government had created 3m jobs in the last 10 years and that unemployment was still high in part because a further 2.6m people had entered the labour market.

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fund

Bundesbank rate cuts win praise abroad

By Peter Norman,
Economics Editor

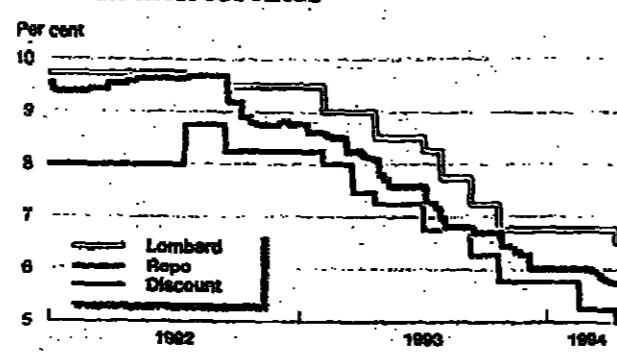
Yesterday's unexpected Bundesbank decision to cut both the discount and Lombard rates by 0.25 percentage points to 5 per cent and 6.5 per cent respectively won praise from the US Treasury and triggered a rash of rate cuts in continental Europe.

But the German central bank itself was at pains to banish any idea that it was currying favour abroad ahead of meetings later this month of world finance ministers at the International Monetary Fund or the next get-together of ministers and central bank governors from the Group of Seven countries in Washington on Sunday, April 24.

Instead, Mr Hans Tietmeyer, the Bundesbank president, underlined that the decisive factor behind the Bundesbank's decision was its expectation that inflation in Germany would fall in the months ahead to below 3 per cent in the second half of this year.

Sharply reduced inflationary expectations - reinforced by

German interest rates



Source: Düsseldorf

the unexpectedly favourable outcome to this year's spring wage round and falling unit labour costs - have allowed the Bundesbank to discount any inflationary implications in the very rapid growth of M3, the bank's targeted measure of money supply.

Although broad money, as measured by M3, grew at an annualised rate of 17.5 per cent in February and so well above its target growth range of 4 to 6 per cent by the end of this year, Bundesbank officials yes-

terday stressed that this was due to special factors.

Changes in German tax laws had provoked a massive liquidation by German investors of mutual funds held in Luxembourg earlier this year as well as substantial sales of dwellings. Cash realised through these transactions landed in German bank accounts just as bond markets worldwide were suffering the repercussions of February's move to dearer money in the US. As a result, the cash

stayed on deposit, swelling German M3 numbers.

By cutting its psychologically important discount and Lombard rates, the Bundesbank hopes to persuade investors that German rates are decoupled from the rise in US rates and that they can place their money profitably in long-term instruments such as German government bonds.

Such action on a substantial scale would slow the growth in M3 and could justify the Bundesbank's decision yesterday to

slightly below the mid-point of the new "corridor" set by the discount and Lombard rates. Yesterday's rate cuts create scope for a further modest easing in German money market rates.

Although yesterday's action will have a modest fallout in terms of borrowing costs, the move was warmly welcomed by ministers of Chancellor Helmut Kohl's embattled centreright coalition in Bonn as support for the government's efforts to boost growth and employment.

While convincing itself that it was adhering to its anti-inflationary duty, the Bundesbank appears for once to have pleased both international and national opinion.

But a comment from the German Federation of Chambers of Commerce (DIHT) that the Bundesbank "should not neglect the still unsatisfactory growth in the money supply" in its policy decisions was a reminder of the strong support that rigorous anti-inflationary policies command in German business circles and public opinion.

Russia seeks to bind CIS economies

By John Lloyd in Moscow

est - after Belarus - to Russia, Ukraine and Kazakhstan.

Tension is still high between Moscow and Kiev after the weekend incidents in Odessa where a Russian ship of the Black Sea Fleet seized radar equipment and Ukrainian militia arrested Russian officers.

A Ukrainian government spokesman said yesterday that three Russian ships were sailing towards Odessa to collect the eight naval families there but, he said "why do you need such an armada for eight families?"

Creation of an inter-state committee, a free trade zone, transnational companies and a 'payments union' are all on the agenda

Talks in Kiev on Tuesday failed to solve the underlying question of the fleet's ownership, and the issue will again be put before Presidents Boris Yeltsin of Russia and Leonid Kravchuk of Ukraine.

One certain absentee today will be President Nursultan Nazarbayev of Kazakhstan.

Mr Nazarbayev had proposed a "Euro-Asian Union of the Slav and Asian states in order to bind the western countries of Ukraine, Belarus and Russia more tightly into association with the Central Asian ones - but had been rebuffed by the Russian foreign ministry, which said it "lacked detail."

Mr Nazarbayev was said by the Kazakh embassy in Moscow to have been suddenly taken ill yesterday.

"It's a real illness," said the embassy spokesman, Mr Vyacheslav Kovolov. "It's not a diplomatic one."

Albania rattles a diplomatic sabre at Greece

Tirane fears Athens has intentions on its territory, writes Kerin Hope

Sleep-rustlers, cigarette smugglers and illegal immigrants have no difficulty evading Greek paratroopers guarding the mountainous border with Albania.

They participate in a flourishing black market in goods and services, tolerated by authorities on both sides of the frontier despite political hostility between Athens and Tirane.

The presence of the Greek minority in what Greeks call North Ipiros, however diminished by massive emigration to Greece over the past three years, gives the Albanian government some leverage in an awkward relationship with its neighbour. Albania fears that Greece still has territorial designs on North Ipiros, briefly occupied by Greek troops in the first world war.

Though successive Greek governments have repeated that existing borders in the Balkans must be respected, a nationalist faction in the conservative opposition New Democracy party speaks openly of the need to "main-

tain the Greekness" of southern Albania.

A claim of responsibility for Monday's attack by the North Ipiros Liberation Front, last heard of as a right-wing resistance group during the German occupation of Greece during the second world war, is causing the socialist government concern.

The strength of the Albanian government's reaction, expelling the Greek consul in Gjirokastra, asking the UN Security Council to condemn Greece and calling for a European Commission inquiry, underlined the anxiety felt in Tirane.

The attack followed reports that Tirane was encouraging Albanians from the north of the country to settle in the south, left uncultivated since the exodus of ethnic Greeks across the border.

At least half the estimated 200,000 Albanians working illegally in Greece claim ethnic

Greek origins, entitling them to residence permits and eventual citizenship. As a result, dozens of villages in southern Albania are populated by a few elderly people and school-age children. However, the size of the ethnic Greek minority is disputed. The official Greek estimate is 200,000, while the Albanian government figure is less than 100,000.

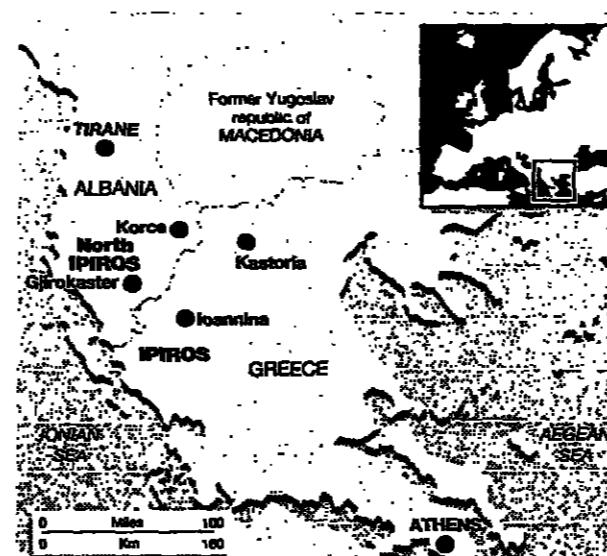
Ethnic Greek communities claim frequent human rights violations, with Albanian authorities restricting Greek participation in privatisation of small businesses and curtailing teaching of Greek in schools.

The situation in Gjirokastra has been tense since last summer, when violent demonstrations followed the expulsion of a Greek Orthodox priest accused of distributing nationalist propaganda. Greece retaliated by expelling some 20,000 Albanian migrant workers.

Mr Papoulias, who did much

to improve ties with Albania's communist government in the 1980s, has been trying again, this time with President Sali Berisha's Democratic party. One Greek official said yester-

day that implementing his policy of closer co-operation with Albania on border security, customs controls and work permits for Albanian workers is "now a necessity."



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NEWS: THE AMERICAS

US tobacco companies go on defensive

By George Graham
in Washington

US tobacco companies yesterday denied that cigarettes were addictive or that they manipulated the nicotine levels in their products, as they tried to defend themselves against a ferocious assault by members of Congress.

"Cigarette smoking is not addictive," said Mr William Campbell, president of Philip Morris USA, one of the leading tobacco industry executives who appeared before a House of Representatives health committee.

The industry faces a three-pronged assault with potentially devastating consequences for its future.

The US Food and Drug Administration is considering whether to regulate nicotine as an addictive drug - a move that could lead to a ban on cigarettes containing nicotine - and the Labour Department has proposed a ban on smoking in all US workplaces, including restaurants and bars, because of the deaths caused by second-hand smoke.

Also, the tax on cigarettes is likely to leap from 24 to 99 cents (16p to 65p) a pack, to help pay for the reform of the US healthcare system.

The committee chairman, Congressman Henry Waxman, opened the ill-tempered and confrontational hearing yester-

day by requiring the tobacco executives to testify under oath.

"This hearing marks the beginning of a new relationship between Congress and the tobacco companies," Mr Waxman said, before beginning a hostile cross-examination of the industry representatives.

The executives denied manipulating the level of nicotine to keep smokers hooked even when they switch to lower-tar cigarettes.

Under close questioning from Mr Waxman, all panics admitted they could adjust the concentration of nicotine in their cigarettes through blending different tobaccos.

All, however, said that they did not aim for any particular nicotine level through the blending.

"We do not design our cigarette with any specification for nicotine. We design them for tax levels," said Mr James Johnston, chief executive of R J Reynolds.

But Mr Waxman said a study by Mr Alexander Spears, now vice-chairman of Lorillard, another cigarette company, showed in 1981 that the tobacco industry had deliberately aimed to raise nicotine levels in low-tar cigarettes.

Mr Spears yesterday told Mr Waxman that he had totally misunderstood the evidence.

RJR share move. Second Sec-

Charges over Chile metals losses

By David Pilling in Santiago

Two former executives of Codelco, Chile's state copper company, have been charged with defrauding the state in connection with losses of more than \$200m (£135m) made on metals futures trading in London and New York.

Mr Owen Guerrini and Mr Carlos Derpach, former head and deputy head of sales respectively, were the immediate superiors of Mr Juan Pablo Davila, the futures operator accused of making the unprecedented losses.

Codelco, the biggest copper producer in the world, accounts for 20 per cent of Chile's foreign exchange earnings.

The two former executives were charged on Wednesday and both were denied bail. Mr Davila, also charged with defrauding the state, is also being held.

A fourth executive, Mr Gonzalo Trivelli, former vice-president of sales, was released for lack of evidence. His uncle, former President Patricio Aylwin who stepped down last month, has proclaimed Mr Trivelli's innocence.

Various teams investigating the futures losses have still not discovered exactly how Codelco managed to lose the equivalent of 0.5 per cent of Chile's gross domestic product in a matter of months.

It remains unclear whether controls to prevent big losses were deliberately circumvented or whether the board of directors had been informed of Codelco's speculative - rather than hedging - activities. Even the amount of losses, put at anywhere between \$207m and \$312m, is still in question.

The new administration of President Eduardo Frei has pledged to modernise the unwieldy structure of Codelco. Privatisation has been ruled out but the company's six divisions are to be split into autonomous units, some of which would be able to undertake joint ventures with the private sector. Codelco speculation on metals futures was also expelled.

The two were the first to be sanctioned among 17 deputies recommended

Reviewing a fatal aerial engagement

Jurek Martin examines the downing of two helicopters over Iraq yesterday



An American Sikorsky Blackhawk helicopter of the type shot down over the no-fly zone in northern Iraq yesterday

Photo: AP

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been misidentified by the two F-15 jets which had shot them down. Iraq jets flying in apparently clear violation of the northern Iraq no-fly zone. The decision to engage in combat was taken at the time.

In New York, a UN spokesman emphasised that the downed helicopters were neither on a UN mission nor were part of any operation under the organisation's authority. He said they were from a military coordination centre set up by Operation Provide Comfort, a multinational exercise by the US, Britain and France, albeit under the terms of UN resolutions.

Gen Shalikashvili resisted suggestions that operating procedures had been broken. A clear comparison exists with

the incident, days after Mr Clinton took office last year, when US fighters shot down Iraq jets flying in apparently clear violation of the northern Iraq no-fly zone. The decision to engage in combat was taken at the time.

There is political concern in the US, shared by Mr Clinton, about any abrogation of US military command and control in international peace-keeping or enforcement operations.

This reached a pitch last autumn after 18 US troops in Somalia were killed in a Mogadishu fire fight, a disaster brought about at least in part by the determination of Mr Boutros Ghatti, UN secretary general, to strike at General Aideed, the Somali warlord.

Weeks before, Mr Les Aspin, then US secretary of defence, had refused a request for reinforcements from the US ground commander in Somalia; on the grounds that it would send the wrong signal while peace negotiations were being explored. The administration's overall conclusion was that the views of local US commanders should be respected.

But there was no inclination yesterday to shift the blame for what happened over Iraq to local commanders. Both Mr William Perry, secretary of defence, and Gen Shalikashvili assumed "full responsibility" for what happened. They implied that all local rules of engagement under the UN umbrella will be thoroughly reviewed.

Brazilian MPs expelled

Mexican kidnap threat

The Brazilian Congress has expelled two members over a bribery scandal. Congressional officials said yesterday, agencies report from Brasilia.

The legislature voted late on Wednesday to strip Mr Carlos Benevides of his mandate. He is the son of a former senior congressman and was a leading member of the Democratic Movement Party (PMDB), the biggest in Congress. Earlier, a substitute legislator, Mr Ferreira Nader of the Brazil Labour Party (PTB), was also expelled.

The two were the first to be sanctioned among 17 deputies recommended

for expulsion by a special Congressional commission examining a bribery scandal that shocked Brazil when it came to light last October.

The 17 are accused of having manipulated public funds and having received bribes to obtain public contracts for private contractors.

Three of the 17 accused have resigned their mandates rather than risk being stripped of them.

Apart from losing their Congressional seats, the expelled deputies will be barred from public office for three years.

Kidnappers who seized the chairman of Mexico's largest banking group last month have threatened to kill him unless their demands are met, agencies report from Mexico City.

"We're set on executing him if you don't fulfil our conditions," said a copy of a typed letter, dated Tuesday and addressed to Grupo Financiero Banamex-Accival, which is headed by billionaire Mr Alfredo Harp Helu.

He was abducted on the morning of March 14 while driving to work from his home in Mexico City.

The letter was accompanied by a

hand-written plea, apparently from Mr Harp, and a photograph of him beside a newspaper dated April 12. "Pay the ransom, my life is in danger, give me the opportunity to return to you and to my family," said the letter.

Banamex-Accival officials were not available to comment. Police said the family had asked that the police stay out of negotiations.

The documents did not disclose the ransom being sought or any conditions set by the kidnappers, who accused the financial group of callousness in hiring insurers to assist in the case.

Clinton objects to caning sentence by Singapore

President Bill Clinton yesterday renewed his objections to a Singaporean court's decision to cane a US teenager for vandalism, reports George Graham in Washington.

Michael Fay, an 18-year-old student at Singapore's international school, was sentenced to six strokes of the cane, four months in jail and a \$1,500 (£1,100) fine for vandalism.

Fay is expected to appeal next week to President Ong

Teng Cheong for clemency over the caning, but diplomats say that Mr Clinton's repeated interventions have drawn so much attention to the case that there is now virtually no chance of Singapore overturning the sentence.

Mr Clinton referred to the possibility of permanent scarring and said US public opinion, overwhelmingly on Singapore's side, had mistaken the gravity of the punishment.

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1944, BRETON WOODS: THE IMF AND THE WORLD BANK.

1945, SAN FRANCISCO: THE UNITED NATIONS.

1994, MARRAKESH: THE WORLD TRADE ORGANIZATION.

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The Final Act of the Uruguay Round,
marking the conclusion of the most
ambitious trade negotiation of our
century, will give birth - in Morocco - to
the World Trade Organization, the third

pillar of the New World Order, along with
the United Nations and the International
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The fact that this treaty - surely one of the

most important in the History of Nations - is
signed in Marrakesh, testifies to the esteem
and trust in which the international
community holds Morocco.

Today, as yesterday, it is in Morocco that the
hopes and ambitions of the Nations of the
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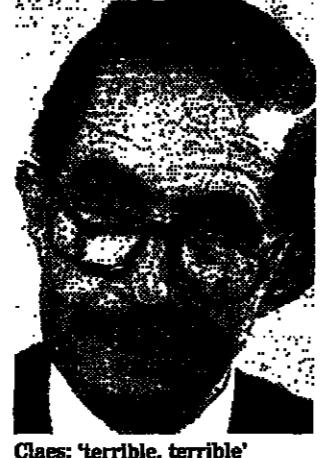
None was as qualified as Morocco to be at
this crossroads of opportunity and hope.



NEWS: INTERNATIONAL

UN Rwandan role in doubt as Belgians quit

By Leslie Crawford in Nairobi and Gillian Tett in Brussels



The United Nations was yesterday searching for ways to salvage its peacekeeping operation in Rwanda following a decision by Belgium, the former colonial power, to pull out its 420-man UN contingent from the strife-torn nation in central Africa.

Mr Willy Claes, Belgian foreign minister, said in Brussels that the inadequate protection provided for the UN troops meant that it was now "senseless" to continue the operations under the existing mandate, established after a 1990 peace agreement in Arusha.

The UN presence, he said, had been unable to prevent the deaths of tens of thousands of people in Belgium's former colony. Furthermore, there was such an anti-Belgian climate in Rwanda that soldiers' lives were in danger.

Mr Claes notified Mr Boutros Ghali, UN secretary-general, of Belgium's intention to withdraw at a meeting in Bonn this week.

Yesterday, visibly angry over the events, Mr Claes added that "the credibility of the UN is now at stake".

who are organising the evacuation of foreign nationals. These troops are expected to leave tonight, when a deadline set for their withdrawal by the Rwandan government expires.

Mr Boutros Ghali has ordered Gen Romeo Dallaire, the Canadian commander of the 2,500-strong UN Assistance Mission to Rwanda (Unamir), to prepare plans for withdrawal. He has told the Security Council he does not think the operation is viable without a Belgian presence or replacement troops.

The Security Council was meeting last night to discuss what role, if any, the UN could now play in Rwanda. The peacekeepers arrived last October, at the request of Gen Habaryimana's government and the rebel Rwandan Patriotic Front (RPF), which had signed an accord in August to end three years of civil war.

But the collapse of the peace agreement, with rebels fighting the Rwandan army for control of the capital, Kigali, has rendered the UN mission null and void.

The rebels yesterday denied they had agreed to truce talks as they fought for a second day for control of the capital.

Claes: "terrible, terrible"

His comments reflect the disgust felt by Belgian politicians about the poor protection provided for the UN troops in Rwanda following the massacre of 10 Belgian soldiers last Thursday - deaths that occurred in a "terrible, terrible" manner, Mr Claes said. The 10 were executed by rampaging Rwandan soldiers in the violent aftermath of President Juvenal Habyarimana's death in an air crash nine days ago.

In addition to the Belgian troops serving with the UN force, Belgium also has up to 800 paratroopers in the country

South African mediation effort fails

By Patti Waldmeir and Mark Suzman in Johannesburg



SOUTH AFRICAN ELECTIONS
April 26-28

An attempt to resolve South Africa's political crisis through foreign mediation collapsed yesterday. Mediators packed their bags and left the country's political parties to their disputes.

"The fact that it has failed

fills me with sadness," Lord Carrington, former British foreign secretary, told reporters as he, Mr Henry Kissinger, former US secretary of state, and five fellow mediators cut short their mission after the parties failed to provide them with agreed terms of reference.

The failure of mediation, less than two weeks before planned all-race elections, will seriously undermine hopes for a peaceful poll and for the stability of the new government. Constitutional negotiations may resume after the poll. In the

meantime, the African National Congress will continue trying to do a separate deal with Zulu King Goodwill Zwelithini, to guarantee his constitutional status and persuade him to endorse the poll.

At the same time, the ANC will push for a further security crackdown in KwaZulu/Natal, power base of Zulu Chief Mangosuthu Buthelezi. The JSE's overall equity index weakened 58 to 4,655 and the commercial rand, the trading currency, dipped 0.62 cents against the dollar to close in London at R3.6008 in spite of central bank intervention.

The three parties to mediation - the ANC, Inkatha and the government - yesterday traded recriminations at separate press conferences. The dispute centred on whether Inkatha's demand for a delay in the election date could be a subject for mediation. The ANC and government insist the April 26-28 election dates are sacrosanct, while Inkatha wanted the election delayed to allow it to prepare for the poll in the event that mediation delivered a constitutional settlement.

Flag is lowered on 'grand apartheid'

By Michael Holman in Umtata

Buthelezi continues to exploit the legacy of apartheid, fighting for what amounts to an autonomous KwaZulu state in the new South Africa. But that bitterly disputed issue was not allowed to spoil yesterday's celebrations.

There were, however, some tense moments. The Escort to the Flag had to use unconventional methods to discharge his solemn duty and save the day from embarrassment. A particularly stubborn knot threatened to prolong the attachment of the Transkei flag to the pole once it had reached the ground.

The white gloves of the official did not help; strong white teeth did the trick. A firm grip, a sharp tug, and the crowd cheered as the homeland of Transkei was symbolically set free, and Bazoombu Ben and his band came on stage to set feet tapping.

The occasion symbolises the closing of the last chapter of the apartheid system. It signifies the imminent dawn of a new era of a representative government accountable to all South Africans.

The general told the crowd in Umtata's independence stadium.

Comrade Johnson Mlambo, of the radical Pan-Africanist Congress, put past injustice in

the forefront of his concern. The average land holding in the Transkei was under 2.5ha, while across the "border" commercial farms spread out over 1,500ha. The iniquity must be addressed, he said.

Popular as a PAC campaign strategy this may be, Gen Holman is himself well regarded locally. Number 13 on the ANC's list of candidates for the national assembly to be elected in a fortnight, he is earmarked either for a senior cabinet post or a top position in the integrated defence forces.

The general, who took power in a bloodless coup at the end of 1987, has proved a canny politician. He soon aligned himself with the ANC and the PAC. Yesterday he was looking for votes. Transkei had suffered because Mr Mandela and others from the territory had been in the vanguard of the battle against apartheid, he told the crowd.

This historical grievance had to be redressed by the post-election government, said the general. "And it will," he vowed, "for I will be part of the team".

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This historical grievance had to be red

Seoul in US talks on North's N-facilities

By John Burton in Seoul

The US and South Korea will begin talks tomorrow in Seoul on efforts to renew negotiations with North Korea, concerning inspections of its nuclear facilities.

The discussions with South Korea over the weekend will involve Mr William Perry, US defence secretary, and Mr Robert Gallucci, a senior State Department official recently appointed to head a US policy group on Korea.

A key issue will be whether to drop a demand that North Korea must exchange special envoys with South Korea before the US agrees to hold another round of high-level talks with Pyongyang.

North Korea maintains the dispute can be solved through negotiations with the US on possible diplomatic recognition, in exchange for opening its nuclear sites to inspections by the International Atomic Energy Agency.

But its refusal to accept a special envoy from the South, who would discuss inter-Korean nuclear inspections, has blocked talks with the US.

Seoul believes inter-Korean talks must be held in parallel to US-North Korean negotiations, but there have been recent suggestions in Seoul that the demand may be abandoned temporarily to improve the chances for a diplomatic settlement.

The IAEA has warned it may declare North Korea in violation of nuclear safeguards in early May, if Pyongyang continues to refuse full nuclear inspections by the UN agency.

The IAEA is expected to seek new talks with North Korea next week on preparations for inspections, which were halted in mid-March.

The United Nations Security Council recently approved a statement urging North Korea to resume acceptance of inspections.

A second issue will be the schedule for the staging of the Team Spirit military exercise by the US in South Korea this year. Both countries regard Team Spirit as a diplomatic means to press North Korea into allowing inspections, but early resumption of the exercise might derail chances for renewed talks with Pyongyang.

North Korea has repeatedly condemned Team Spirit as a rehearsal for an attack on the country. The exercise is expected for the second half of the year if no progress is achieved on the nuclear dispute.

Mr Perry will also discuss the strengthening of US forces in South Korea against a possible surprise invasion by the North. Defence preparations would include deployment of US Patriot missiles to destroy North Korean Scud missiles and increased stockpiling of other military equipment.

Australian businessman remanded

Mr John Elliott, the Australian businessman, and six former associates who are facing charges in connection with an allegedly fraudulent A\$65m (£32.5m) foreign exchange deal, were yesterday remanded on bail to appear in Melbourne Magistrates Court on August 1, when committal proceedings are expected to begin, Nikki Tait reports from Sydney.

The National Crime Authority's case against the seven men was essentially straightforward, lawyers told a Melbourne court yesterday, but would involve 21 volumes of documentary evidence and 90 witnesses. The committal hearing, they warned, could take three months.



Israeli boys at an Independence Day army weapons show play with a Galil assault rifle and a grenade launcher yesterday. The show was held at the Jewish settlement of Kiryat Arba near Hebron in the West Bank to mark 45 years of the state of Israel.

Lebanese detain Iraqis over killing

By James Whittington in Amman

Two Iraqi diplomats are being held by the Lebanese authorities on suspicion of assassinating a prominent opponent of President Saddam Hussein in Beirut on Tuesday. The dissident, Mr Taleb as-Suheit, is said to have played a prominent role in a planned coup attempt in Baghdad last July.

The diplomats were named as Mr Khaled Khalaf, commercial attaché, and Mr Mohammed Kadhem, cultural attaché. Beirut has asked Baghdad to lift their diplomatic immunity so that they may face trial. A third man, Mr Hadi Hassan, is believed to have taken refuge inside the Iraqi embassy, which has been surrounded by police.

The Lebanese government has said that all three are held to be Iraqi intelligence agents. But Baghdad has denied any involvement and called for their immediate release.

The killing comes amid growing signs that the security situation in Beirut is deteriorating. A Jordanian diplomat was gunned down earlier this year and two Palestinians belonging to Abu Nidal's notorious terrorist organisation were arrested and charged with the killing. In February a bomb went off in a church near Beirut, killing 11 worshippers. The Lebanese Forces, a right-wing Christian group which was formerly allied to Israel during the country's civil war, was subsequently banned and four of its supporters charged with the bombing.

The recent spate of killings is likely to mar the government's reconstruction efforts and hinder plans to raise finance on the Euromarkets. Security in and around the city has been stepped up and both Lebanese and Syrian soldiers are again patrolling the streets.

Mr Faris Bouez, Lebanon's foreign minister, said yesterday that it was too early to say whether Beirut would cut diplomatic ties with Iraq over the killing but that "Lebanon cannot be taken advantage of, not under the diplomatic cover or diplomatic immunity, to settle scores and to practise crime".

HK press shocked at Beijing jailing

Simon Holberton on reaction to a 12-year sentence for printing 'secrets'

Editors and journalists in Hong Kong have always known that the colony's reversion to Chinese sovereignty in 1997 posed special problems for the maintenance of a free press.

But the 12-year jail term meted out two weeks ago to Mr Xi Yang, a mainland-born reporter for Ming Pao Daily News, a leading Hong Kong quality daily, has cast a long shadow over the media in the colony, shocking even those who believe the Chinese take-over in 1997 will be relatively benign.

Over the past few years proprietors have faced the implicit threat from mainland-funded companies that advertising will be withdrawn if their editors overstep the mark. For their part, journalists are frequently called into the New China news agency, Beijing's unofficial embassy in Hong Kong, to account for their stories.

Self-censorship is a growing problem, with newspapers finding it easier to ignore issues such as the growing role of the People's Liberation Army in business in Hong Kong, or the business connections of senior Beijing officials in the colony - than to run the risk of offending

Hong Kong's future ruler. Now journalists and academic lawyers openly express doubt that the guarantee of press freedom - promised in the Basic Law, China's mini-constitution for Hong Kong - will be robust enough to withstand the Chinese Communist party's distrust of critical media.

To some there is an unrecconcilable contradiction at the heart of "one country, two systems", China's formula for ruling Hong Kong.

Yesterday Mr Nihal Javwickraja, of Hong Kong University's law department, told a media conference in the colony: "It seems to me that Beijing would find itself not only in a wholly untenable position, but also pursuing an unattainable goal if it were to attempt to permit a small number of its citizens to conspicuously enjoy a high degree of freedom so vehemently denied to others in China."

Others are less gloomy, though no less concerned. There is pressure building on the Hong Kong government from local legislators to enact a freedom of information law, and to do more to promote human rights in the colony. Earlier this week a British House of Commons select committee threw its weight behind

the establishment of a human rights commission, underpinned by an equal opportunities law, recommending that one be set up before British administration ends.

Mr Xi was arrested in Beijing on September 27 last year for allegedly stealing state secrets. Under pressure from public opinion in Hong Kong, Beijing has released some details of the charges against him and the judgment of Beijing's Intermediate Court.

It appears that Mr Xi was reported for a Ming Pao report last summer which said the government planned to sell gold on the international bullion market to help fund intervention to support the yuan.

The report also speculated about interest rates.

In the six months since his detention the Chinese authorities have allowed Mr Xi only one visitor - his father, once, for one hour. Beijing has rebuffed all Ming Pao's attempts to provide him with legal representation or find out the precise details of his alleged offences.

Ming Pao feels especially affronted by his sentence. Its owners were given to understand that if the newspaper kept a low profile and offered

an apology for Mr Xi's behaviour, which they did, then the Beijing court would exercise leniency. "Six months of self-restraint and he got 12 years," said Ms Daisy Li, chair of the Hong Kong Journalists Association and a senior Ming Pao staffer.

Another aspect of Mr Xi's case which has disturbed many is the prison term given to his apparent informant at the People's Bank, China's central bank. Than Ye (whose sex is unknown) was sentenced to 15 years in prison.

The effect of the Xi case is already being felt among Hong Kong's journalists. It led to the resignation of a number of Chinese journalists from newspapers in the colony. One, who covered China's austerity programme last summer, resigned out of fear for his own safety earlier this week.

"His sentencing has had an immediate effect," says Ms Li. "Those who cover China have become more cautious. They are worried for their personal safety and for the safety of their contacts in China."

Ming Pao feels especially affronted by his sentence. Its owners were given to understand that if the newspaper kept a low profile and offered

verdict has to be publicised. In Mr Xi's case this has not happened, Ms Li said.

Mr Xi has been allowed to appeal against his sentence but Ms Li said she was pessimistic about his chances of having the verdict overturned.

At yesterday's media conference Mr Tsang Tak-sing, editor of the Beijing-controlled Ta Kung Pao, lashed out at critics of China's legal system. Mr Tsang, who is also a delegate to China's National People's Congress, said Hong Kong standards could not be applied across the border. After 1997, he said, he was confident the two legal systems could co-exist as promised in the Basic Law; those who doubted that might as well make their preparations to leave Hong Kong now.

"The verdict handed down in Beijing will in no way affect things in Hong Kong," he said. "The only impact will be on the coverage of news from the mainland; we should have been aware from the start that we are another bulwark."

If Mr Tsang is right about the constraint on Hong Kong's media to report about affairs on the mainland then the colony will lose one of its unique qualities: its position as a window on China.

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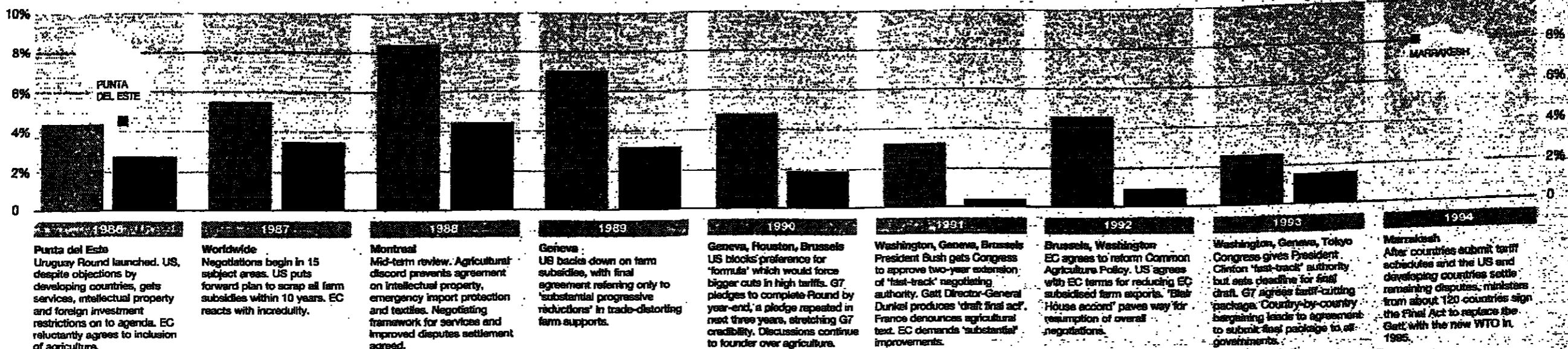
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NEWS: WORLD TRADE

The circuitous route from Punta del Este to Marrakesh

Annual growth of world merchandise trade and output



US farm interests fire warning shot

By Nancy Dunne
In Washington

Lobbyists for US agriculture interests have warned President Bill Clinton that the administration must drop proposals to lower farm spending or they will withdraw their support for congressional passage of the Uruguay Round implementing legislation. Twenty-one groups, which expressed their displeasure in a letter to the president, have been among the strongest supporters of the Round. They include the American Farm Bureau, the American Meat Institute, the National Association of Wheat Growers, and the National Pork Producers Council.

Their threatened opposition is the latest in a series of difficulties confronting the administration in its struggle to have the legislation approved this year. The biggest obstacle lies in finding an estimated \$15bn over the next five years to

compensate for the loss of tariff revenue in the US budget.

It is proposals to raise the billions through cuts in agriculture programmes which have the farm groups up in arms. They had been assured that the final Gatt deal would not require further reductions beyond those have already made in domestic income and price-support programmes.

They are urging the president to shift current funding from programmes either reduced or not allowed by the Gatt to those which are allowed, such as market promotion, export credit and food aid schemes. "Unless these concerns are addressed, it is hard to envision how US agriculture stands to gain as a result of the new Gatt agreement," they said.

Large exporters, such as IBM and Caterpillar, are also worried about the implementing legislation. They say proposals by the labour/industry coalition Licit will undermine the spirit of dumping law improvements negotiated in Geneva.

US companies are already being hit with the largest number of dumping cases worldwide, according to Mr Thomas

Gann of Sun Microsystems. He and other experts say they do not want the dumping laws eviscerated.

"But what is going to happen if other countries further copy our dumping rules?" he said. "This scares computer companies, because we have to go internationally to compete."

Licit is just as worried that the pact will dilute US trade laws. "In virtually every area, current US law provides domestic industry with greater remedies against injurious unfair trade than will exist under the new Uruguay Round regime," it said recently.

Labour groups see the failure of Gatt members to agree to a standing committee on labour rules as confirmation that the global trade body agrees rules purely for the benefit of the giant multinationals.

At a public hearing on international child labour this week, 112 Nobel laureates announced plans to publicise the issue in the US, the European Union and international organisations, including Gatt, to find effective approaches to curb child labour and other forms of child exploitation.



Gatt director-general Peter Sutherland welcomes Mr Tsutomu Hata, Japan's foreign minister, to the conference yesterday AP

EU impatience over US-Japan trade row

Sir Leon Brittan talks to Guy de Jonquieres

Sir Leon Brittan, the European trade commissioner, warned yesterday that he would not wait much longer for the US to show whether it was ready to pursue his proposal to involve the EU in its talks with Tokyo on reducing the Japanese trade surplus.

He said in an interview that he would decide in the next few weeks whether the trilateral proposal had any future. That would depend partly on whether the Clinton administration met EU requests to clarify the fundamental objectives of its trade policy towards Japan.

He also said that Mr Mickey Kantor, US trade representative, had assured him this week for the first time that Washington accepted that the Uruguay Round world trade deal would substantially reduce US scope to impose unilateral sanctions on other countries under its Super-301 trade provisions.

Sir Leon called the assurance "of very great significance". However, he said that US insistence that it could still legally use Super-301 in some circum-

stances was "objectionable and unfortunate".

He was speaking ahead of meetings at this week's ministerial conference of the General Agreement on Tariffs and Trade between Mr Tsutomu Hata, Japan's foreign minister, Mr Kantor and US Vice-President Al Gore. Mr Kantor had not told him what issues he planned to raise with Mr Hata.

Sir Leon, who first suggested a trilateral initiative to tackle Japan's trade surplus earlier this year, said he wanted to resolve the matter quickly because his personal credibility was at stake. "I do not see that there is any useful purpose served by keeping it up in the air," he said.

He expressed impatience at the US failure to explain clearly what it wanted from Japan. Mr Kantor had promised but failed to give Brussels US papers prepared for the abortive meeting in February between President Bill Clinton and Mr Morihiro Hosokawa, then Japan's prime minister.

The EU planned another effort to discover US intentions soon. If the trilateral proposal

proved unworkable, the EU would feel free to criticise the US publicly on issues such as attempts to set targets for a cut in Japan's bilateral surplus in specific sectors. Sir Leon said such targets were "very dangerous" and threatened EU interests.

Sir Leon also cast doubt on the prospects for an EU agreeing with the US to free trade in telecommunications equipment. The two sides plan further talks after failing to conclude a deal as part of a package of bilateral measures to liberalise public procurement agreed on Wednesday.

He said he was "not really focusing" on telecommunications markets, which were mainly of interest to the US. "I regarded the whole telecommunications issue as an obstacle rather than an opportunity [in the public procurement talks]," he said.

However, he said the procurement deal - which he had not previously thought possible - showed that the two sides could settle bilateral disputes.

Cairns Group to stay in business

By Frances Williams in Marrakesh

The Cairns Group of farm product exporters is to stay in being, to continue the push for agricultural trade reform. Mr Bob McMullan, Australia's trade minister, announced in Marrakesh yesterday

The 14-strong group, chaired by Australia, was set up just before the Uruguay Round of global trade talks began in 1986

in order to lobby for reductions in trade-distorting farm subsidies.

Its other members are New Zealand, Canada, Brazil, Chile, Argentina, Thailand, Uruguay, Colombia, Indonesia, Malaysia, Fiji, Hungary and the Philippines.

The Uruguay Round deal involves cuts of a third in agricultural export subsidies and a fifth in domestic farm supports over

six years. Further negotiations are planned before that period is up to reduce subsidies further.

Separately, US and Canadian ministers failed to resolve a dispute over Canadian wheat exports to the US. Negotiators said the talks would resume late last night or today in an attempt to reach agreement before an April 22 deadline for US sanctions.

Rivals for Geneva as WTO site

MARRAKESH DIARY

By Guy de Jonquieres

A third of whose members are classified as the world's poorest countries.



Speaking of boudoirs, first prize for journalistic enterprise - and the week's most intriguing story - goes to Reuters. One of its intrepid correspondents bearded Mr Tsutomu Hata, Japan's foreign minister, at his hotel yesterday and reported that he had just breakfasted with his former masseuse, now employed by Morocco's royal household.

What can this mean? And what will it do for Mr Hata's prospects of becoming his country's next prime minister when the news gets back to Japan? I think we should be told...

Digital VCR standards agreed

Fifty American, European and Asian companies agreed yesterday on technical standards for home digital video cassette recorders, which provide better picture quality and cleaner copies of tapes, AP reports from Tokyo.

The agreement means average consumers could be able to buy a digital VCR as soon as early next year, industry officials said.

A conference in Tokyo that included the leading Japanese makers announced standards for VCRs used with conventional televisions and for those used with Japan's high-definition TV system, called Hi-Vis.

Asea Brown Boveri wins \$1bn Malaysia power deal

By Andrew Baxter

Asea Brown Boveri, Europe's largest electrical engineering group, has won a \$1bn contract to build a turnkey 1300MW combined-cycle power plant at Lumut in the Malaysian province of Perak.

The contract is believed to be the largest awarded to power suppliers worldwide in recent months, and underlines the importance of the fast-growing Malaysian market for power equipment, due to the country's strong economic performance.

It comes six weeks after Malaysia imposed a ban on UK companies bidding for public

construction in protest at reports in the UK media of corruption. The ban was a blow to UK power equipment suppliers and contractors such as Rolls-Royce and John Brown, although contractors have been hoping they could still win orders from private customers.

The Lumut order was placed by Sikap Energy Ventures, a Malaysian independent power producer. There were no rival UK bidders to ABB.

The gas-fired plant will be Malaysia's largest combined-cycle power station, and ABB said it would supply about 11 per cent of the country's electricity needs.

Construction will begin immediately and the first stage of the project is due to be operating by July 1996, with the rest ready by July 1997.

The station will be equipped with six ABB gas turbines, two steam turbines and eight associated electrical generators. It will incorporate ABB's low-NOx burners to produce high fuel efficiency with low emissions.

Earlier this week, Westinghouse Electric of the US announced a contract worth more than \$100m from Korea Electric Power for power generation equipment at a 300MW power plant to be built at Iksan, South Korea.

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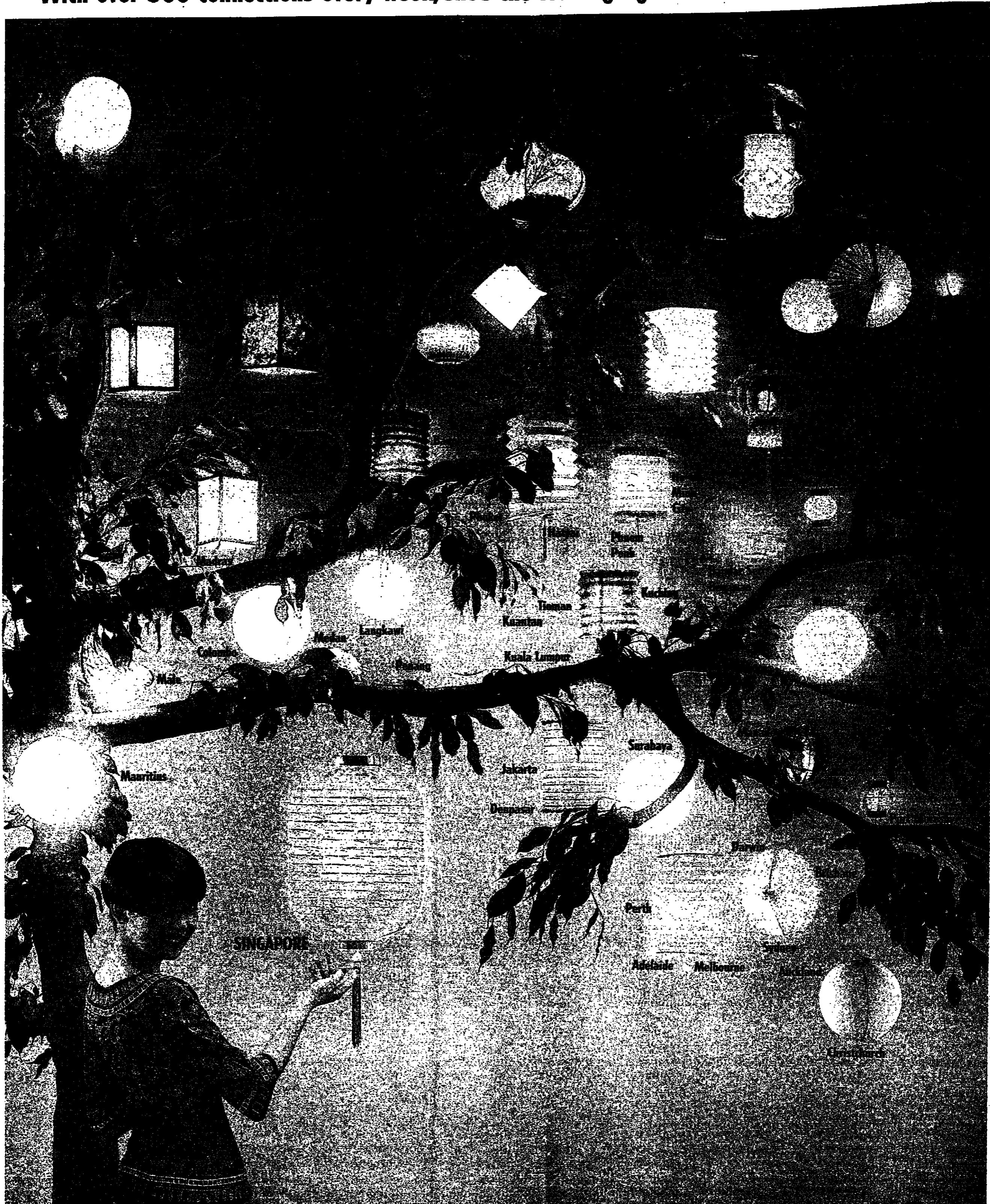
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EU court gives job code broad remit

By Robert Rice,
Legal Correspondent

The contracting-out of services performed by just one employee is covered by European Union employment protection rules, the European Court of Justice ruled yesterday.

The Luxembourg Court's ruling that the European Acquired Rights Directive can apply to the contracting-out of cleaning services performed by one employee, has significant implications for the UK government's policy on the contracting-out of public-sector services.

The directive, which was translated into UK law by the Transfer of Undertakings (Protection of Employment) Regulations 1991, known by the acronym Tupe, protects the jobs and conditions of employees when the undertaking they work for changes hands.

Confusion over whether Tupe applies to contracting-out has cast doubt on the government's compulsory competitive

tendering and market-testing programmes.

Employment lawyers said yesterday the Court's confirmation that the directive was capable of very broad application would be a severe disappointment to contractors and the UK government which had intervened in the case, which involved a German bank, to argue that it did not apply.

Ms Melanie Tether, a partner of City solicitors Norton Rose, said the Court appeared to have pushed the frontiers of the directive further forward by ruling that all that was needed for it to apply was that the contractor was carrying out the same type of work as that performed before the transfer.

The Court rejected the argument advanced by the UK and German governments that for the directive to apply there had to be a transfer of assets to the contractor.

The Luxembourg Court's approach was in marked contrast to the position taken recently by the English

Employment Appeal Tribunal, she said.

Last August the EAT ruled that Tupe did not apply when the contract for cleaning Orsett Hospital in Essex, east of London, came to an end and a new contract was awarded to a different contractor.

The tribunal said something more was required to constitute a transfer than simply that the same activity was being carried out at the same place.

The appeal in the Orsett Hospital case is due to be heard by the Court of Appeal at the end of this month.

• European Union social policy should concentrate on disseminating best practice across the EU "rather than choking off job creation and hindering EU competitiveness", according to the UK government's formal response to the European Commission's green paper on social policy. The paper, published last year, should not form the basis of a new round of social legislation, says the UK response.



Mr. Dickon Robinson, pictured right, of Britain's Peabody Trust housing association founded in 1862, shows Mr. Willem van der Werff, of Patrimonium, the Dutch housing association which manages 26,000 properties, around the Camberwell Green estate in south London. The group visited the Gateway Project for young homeless and discussed possible joint ventures in London.

Tougher code on discount air tickets

By Paul Betts,
Aerospace Correspondent

The Civil Aviation Authority yesterday announced tougher rules for travel agents selling discounted scheduled airline tickets and cheap air holidays to provide greater protection for consumers should the agent or tour operator fail.

Under the new guidelines, the CAA will prosecute cheap ticket consolidators and agents who sell discounted tickets without an Air Travel Organisers' Licence (Atol).

Discounted scheduled air tickets are usually sold by consolidators who sell them directly to consumers or through sub-agents.

The new CAA guidelines stress that unless airlines have authorised agents to take money on their behalf and provide customers with a flight or a refund if an agent fails, the sale must be covered by an Atol. "From our discussions with airlines we believe very few airlines have a comprehensive agency agreement with their consolidators," said Mrs Helen Simpson, the CAA's head of licensing and finance.

"From now on we will assume that all consolidators must hold an Atol to cover their sales to the public unless they can prove otherwise," she added.

The Atol scheme, introduced in 1973, protects travellers from losing their money or being stranded abroad if their tour operator fails. Tour operators holding an Atol are examined every year by the CAA to ensure they are properly managed and financially sound.

Before receiving a licence, the tour operator also has to lodge a bond or financial guarantee. The CAA uses this bond money to refund consumers or pay for people to continue their holiday and travel home as planned should the operator go bankrupt.

The CAA said that 123,000 consumers received refunds during the year ended March 1993 following the failure of their tour operators.

Published minutes reveal tussle over monetary policy

UK strips back another layer of secrecy surrounding economic management, report Peter Norman and Philip Coggan

The decision of Mr Kenneth Clarke, chancellor of the exchequer, to publish the minutes of his monthly meetings with Mr Eddie George, governor of the Bank of England, removes another layer of secrecy from British monetary policy.

The move marks a further step towards greater openness and brings the UK broadly into line with US practice. It also revealed differences of opinion in recent months over interest rate cuts and the health of economic recovery.

For institutions which have prided themselves on secrecy throughout their history, the record of the meetings between the Treasury and the Bank of England are remarkable for their candour.

The minutes of the February meeting, in particular, clearly

show the extent of the disagreement between the chancellor of the exchequer and Mr George. The governor opened discussions in February by arguing that economic evidence published since the January meeting had "weakened rather than strengthened the case for an immediate rate cut". He said the most likely projection was that economic growth would pick up "to perhaps 3 per cent" and it would be safer to wait for more evidence of the effects of the tax increases before acting.

"To cut rates now in advance of this evidence would run a risk of higher inflation and some loss of credibility," said the governor "strongly advised against" a cut. The chancellor's said that "advice was erring excessively on the side of caution".

Nevertheless, the governor

did agree, on the second day of the meeting, to a quarter of a percentage point, rather than a half point cut, although the minutes record his parting shot that "his concern would be difficult to restrain inflation if it started to rise".

However, Mr Clarke did get his way in the end which shows that, in spite of the Bank's pretensions towards independence, the Treasury is still firmly in charge of monetary policy.

What the minutes of the last three meetings also show is that the governor has been consistently much more optimistic about the UK's growth prospects than has the chancellor. In the February meeting, for example, while the governor talked of "possible 3 per

cent GDP growth, ahead of the official forecast, the chancellor spoke of "a significant risk that the fiscal measures would slow down the recovery".

Mr Clarke's utterances in the monthly meetings seem less upbeat than his more public statements on the economy. In March, he said that "anecdotal evidence did not suggest that activity was growing strongly."

In February, referring to the fall in unemployment, for example, he said that "much of the employment created so far had been in part-time jobs".

On top of the February disagreement, there were also signs of a difference in views in the January meeting.

The chancellor then said that "the objective case for a further 1/4 per cent cut in rates was quite strong" but the governor argued that "the risk

was slowing", although he concluded that "at this stage there was insufficient evidence to warrant a cut".

A further meeting between the pair was held on March 30, and minutes will not be published until May 18.

The chancellor's stated aim in publishing yesterday the minutes of his monthly meetings with the governor of the Bank of England is to promote accountability and transparency in the operation of monetary policy.

Transparency has certainly been achieved, but the cost may yet be high. Financial markets rarely like to see open disagreement between government policy-makers and there may come a time when the published minutes lead to a sharp, and unfavourable, market reaction.

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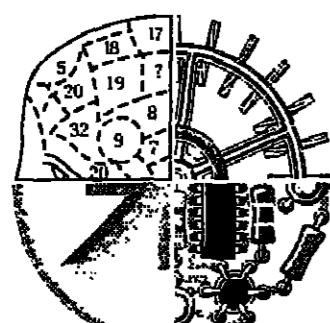
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TECHNOLOGY

Worth Watching · Della Bradshaw



Two checkouts for the price of one

Supermarkets which want to speed up the movement of customers through the checkouts, and cut costs into the bargain, are being offered an automatic scanning system which enables one operator to serve two customers simultaneously without an increase in shoplifting.

The systems, developed by Potrafke, of Hattingen, Germany, consist of two parallel conveyor lanes with a cashier seated in between. The customer places the goods on the belt and they pass through a perspex covered tunnel where they are scanned. A carousel, synchronised to the conveyor, then carries away the goods so that the shopper can pack them while the next customer is using the conveyor.

Potrafke: Germany, 332431003; UK, 0532 323784.

Let's drink to plastic shoes

The ubiquitous plastic fizzy drinks bottle has been given a new life - as the uppers in the latest casual shoes.

One of America's biggest shoe makers, Bass, of Portland, Maine, has recycled the bottles into polyester fibres which are then woven into the fabric for men's and ladies' shoes. The bottles are ground down into crystals, then made into a flax and woven into a yarn. The dyes used to colour the fibres are biodegradable.

Bass: US, 207 791 4520; UK, 0664 62476.

A better display from liquid crystals

Today's portable computers with flat liquid crystal displays need the screens to be lit from behind in order for text and graphics

to be visible. One of the big drawbacks is that this drains the limited battery power.

Now the Japanese electronics company Sharp has combined several technologies to produce a prototype thin film transistor screen which does not require a backlight.

Each of the picture elements, or pixels, which make up the screen is coated with an organic dielectric film which is highly reflective. Filters in cyan and red are also incorporated in the screen to help make the text clearer.

Sharp: Japan, 06 625 3007.

Getting a peep at rare books

Some of the world's rarest books and documents are stored in the Vatican Library. But every year only about 2,000 scholars are allowed access to the 150,000 manuscripts and 2m books.

To bring the works of art to the attention of a wider audience, the Vatican Library has teamed up with the Pontifical Catholic University of Rio de Janeiro and computer maker IBM to examine the creation of a database so that images of the manuscripts can be displayed on PC screens internationally. The images can be stored on CD-Rom or distributed across networks.

The pilot project will examine the feasibility of creating a high-resolution database from such fragile volumes.

Vatican: Italy, 66982.

Computer becomes a piano teacher

Would-be pianists for whom lessons still involve physical scales may soon be relieved of the boredom with colour, sound and action software which teaches the piano for a fraction of the cost of a human teacher.

The £109 Musicware Piano Course One gives pianists the equivalent of a year's music lessons, from the basics to playing with both hands, reading music and so on.

Developed in Redmond, Washington, by Musicware Piano, and distributed in Europe by Et Cetera, the software can be used by anyone with a Windows PC, keyboard and sound card.

Musicware: US, 206 881 9797; Et Cetera: UK, 0706 228039.

They have been used in space travel and on the moon, in submarines and small power stations. Invented more than 150 years ago, they have recently been heralded as an answer to some of the world's most severe environmental problems and as the power-generating technology of the future.

So why have fuel cells - which produce electricity without serious pollution of the atmosphere - remained mostly in the laboratory and failed to make any impact on the commercial market? The answer lies not so much in the technology itself as in the cost of the process and the cumbersome nature of the equipment needed.

Yet this week, in its austere white research headquarters near Ulm in south Germany, Daimler-Benz demonstrated that it was well on the way to solving these problems. Germany's largest industrial concern showed off a white van packed full of pipes, valves and cables and with a big yellow cylinder for the hydrogen used to produce energy by reacting with oxygen from the air.

Daimler-Benz's chairman, Edzard Reuter, keen to show that the industrial group's expensive diversification into electronics, aerospace and other non-motor sectors was producing results, spoke enthusiastically of a "milestone on the road to ecological mobility". Hartmut Weule, research and technology director, said: "We are at the very beginning of a new phase of technology, comparable with the days when Gottlieb Daimler and Karl Benz were constructing their first vehicles powered by internal combustion engines."

But Weule was careful not to get carried away by this grand historical analogy. Much work remained to be done before fuel cell vehicles could be brought to the series production stage, he said. Daimler was also working to perfect further the internal combustion and diesel engines on which the fortunes of its Mercedes-Benz car and truck subsidiary still depend.

Weule left no doubt, however, of Daimler's determination to succeed in the technology of fuel cells, in which the group says it is ahead of automotive rivals such as General Motors of the US and Mazda of Japan. "We do not intend to wait until our Japanese or American competitors gain the upper hand in technology," he said. Already, the



Previous cargo: Necar's propulsion system emits no harmful exhaust gases and less carbon dioxide than conventional engines

group - including AEG (electronics and energy generation), Dornier (aerospace and materials) and Deutsche Aerospace - has spent more than DM100m (240m) on research into fuel cell technology.

The electric transporter van, shown off for the first time in Ulm on Wednesday, certainly does not look revolutionary. Inside, though, it contains the elements of a technological advance which enables Daimler to claim that it is the first motor company in Europe, and

probably the world, to develop a fully working vehicle powered by fuel cells. Called Necar (new electric car), it has a more efficient propulsion system than any other type used in the industry while producing no harmful exhaust gases and far less carbon dioxide than emitted by conventional engines.

The energy conversion efficiency achieved by Daimler is up to 30 per cent compared with up to 20 per cent in internal combustion engines. Fuel cells, which work at

low temperatures and do not rely on the burning of fossil fuels, produce no oxides of nitrogen or sulphur (the causes of acid rain), need no batteries which would have to be recharged or recycled and can obtain hydrogen from such different fuels as natural gas, methanol, biomass gas, methane and other gases.

With all these advantages, it is not surprising that research into fuel cells is taken seriously in the US and Japan, both of which have costly national programmes aimed

at making the technology viable for transport and power generation.

A German project group, including Daimler, Siemens, the electrical and electronics group, the chemical industry and the federal research ministry, has just been set up to keep the country in the forefront of fuel cell developments. Weule would also like to see greater interest at European Union level - "they should be more active in Brussels".

To develop its fuel cell-powered vehicle, Daimler went into partnership with Ballard Power Systems, a Canadian specialist in this technology. Ballard has installed fuel cells in a bus in Vancouver and is working to extend its range and reduce its weight. Firoz Rasul, Ballard's president, is in no doubt that Daimler has taken fuel cell technology a considerable way towards commercial viability, despite the remaining problems. "This demonstration shows that it's here, it's real and the trick is to get the cost down."

Cost and weight are the big hurdles still to be overcome. Weule reckons the present cost of some DM10,000 for each kW of electricity needs to come down by a factor of at least 50, to around DM200 or less, before fuel cells can be installed in vehicles for private customers. This could take 10 or 20 years. Rasul, speaking from close knowledge of California's tough new pollution laws, which stipulate 10 per cent of cars should be zero-emission producing in 2003, is more optimistic. "I would say less than 10 years."

Rasul believes industry and governments are now waking up to fuel cells' potential. "The market is pushing it now and there is a new interest from the auto players." Ballard's contribution to the Daimler vehicle was the proton exchange membrane fuel cell, a thin polymer foil coated with a catalyst material containing platinum; this encourages hydrogen to ionise and react with oxygen to produce the electricity.

Weule says Daimler's electric vehicle will in future use widely available methanol to obtain the hydrogen instead of a pressurised gas cylinder. In a few years' time, Daimler aims to develop a fuel cell drive system far smaller than that in its Necar. Success would be a further step towards fulfilling Weule's belief that fuel cells will be "the propulsion technology of the next century".

Getting there by fuel cell

Just over 10 years ago, Ballard Power Systems took a second look at an all but abandoned technology. Now the Canadian company which is working with Daimler-Benz appears on the verge of a breakthrough in the efficient use of clean, abundant energy from fuel cells. It has attracted attention with the improvements it has made to a proton exchange membrane fuel cell pioneered by General Electric of the US.

Paul Howard, Ballard's vice-president, says the GE system (developed for the space programme) had been seen as too heavy, finicky and expensive. But in 1983, Ballard received a Canadian military contract for the fuel cells which produce electricity directly from oxygen and hydrogen without

combustion.

They work with a polymer membrane as the electrolyte between two thin layers of platinum catalyst. These are sandwiched between two carbon electrodes. When hydrogen is piped next to one electrode and oxygen next to the other, a reaction occurs in the electrolyte, producing the electricity, heat and water.

Ballard improved the GE technology, and by 1987 was ready to produce its first-generation 5 kW fuel cell, a series of electrodes, catalysts and plastic membranes bolted together, weighing 50 kg. An array of 24 similar cells, linked to an electric motor, powers this first generation of fuel cells has been sold to motor companies, including

Daimler-Benz, for evaluation.

The next cells will generate more than twice as much power. In 1990, Ballard, working with Johnson Matthey of the UK to reduce the amount of platinum catalyst, plans to market the third and commercially viable phase. The 25 kW fuel cells will drive a large bus with a range of 500 km. A fourth generation 50 kW cell is at least 10 years away.

"We need to get to the power-to-weight ratio of an internal combustion engine. Today, we're probably about five or 10 times away from that," says Howard. "Automobiles in the future are going to be driven by fuel cells. Batteries aren't going to get there."

Stephen Wisenthal

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MANAGEMENT

Learn your PLC

A first invitation to join the board of a listed company is an exciting opportunity for anyone in business. But the post carries additional responsibilities and increased duties as well as prestige.

That is why the UK's Institute of Directors - increasingly vocal this year on the subject of raising board standards - is today launching a new two-day course expressly devised for recently appointed and prospective directors of publicly quoted UK companies.

There are already numerous general courses on the UK market, including those run by the IOD, aimed at training company directors. John Harper, professional development director at the IOD, claims this is the first to address the special issues faced by listed company boards. He estimates that there are 15,000 to 20,000 directors of publicly quoted companies.

Capital markets and financing options, insider trading rules, shareholder value and dividend policy, investor relations and opinions, internal audits, board committees and preparing reports and accounts are just some of the subjects that will be covered on the course.

Joining The PLC Board has been developed by a team from the IOD, Henley and Ashridge management colleges, and Manchester Business School, with advice and input from several FTSE 100 companies.

The two days, running from Thursday lunchtime to Saturday lunchtime, will be split into nine modules - each led by an experienced business or City figure and an academic.

The first of the three courses planned for 1994 - price £2,250 plus VAT for tuition, accommodation, course material and meals - will be held at Henley, starting June 16. The others are at Manchester in September and at Ashridge in November. Details from the Centre for Director Development, Institute of Directors, 116 Pall Mall, London SW1Y 5ED.

Tim Dickson

last week British Petroleum learnt a lesson in how an annual general meeting can be hijacked over the emotive issue of executive incentives.

Reports of the bad-tempered meeting will have been read with horror by other publicly-quoted companies which will shortly be asking their shareholders for permission to retain share option schemes.

On BP's agenda was a resolution extending a scheme for 500-600 managers. A similar item will be on the agenda of most company AGMs this year, as their existing 10-year schemes, introduced in 1984 to take advantage of tax breaks, formally expire. Since share options are the only part of a remuneration package on which investors have the right to vote, the occasion is being viewed by shareholders as a golden opportunity to exert an influence on the fraught question of executive pay.

BP executives say they knew in advance that questions on the issue would be raised from the floor. But Lord Ashburton, BP chairman, seemed taken aback by a broadside of complex questions and statements that flowed from a member of the UK Shareholders Association, which represents smaller investors.

The accusations came fast and furious:

• The lack of details on performance criteria meant BP was in violation of the Cadbury code of corporate governance and guidelines of institutional shareholders, such as those of the Association of British Insurers and the National Association of Pension Funds;

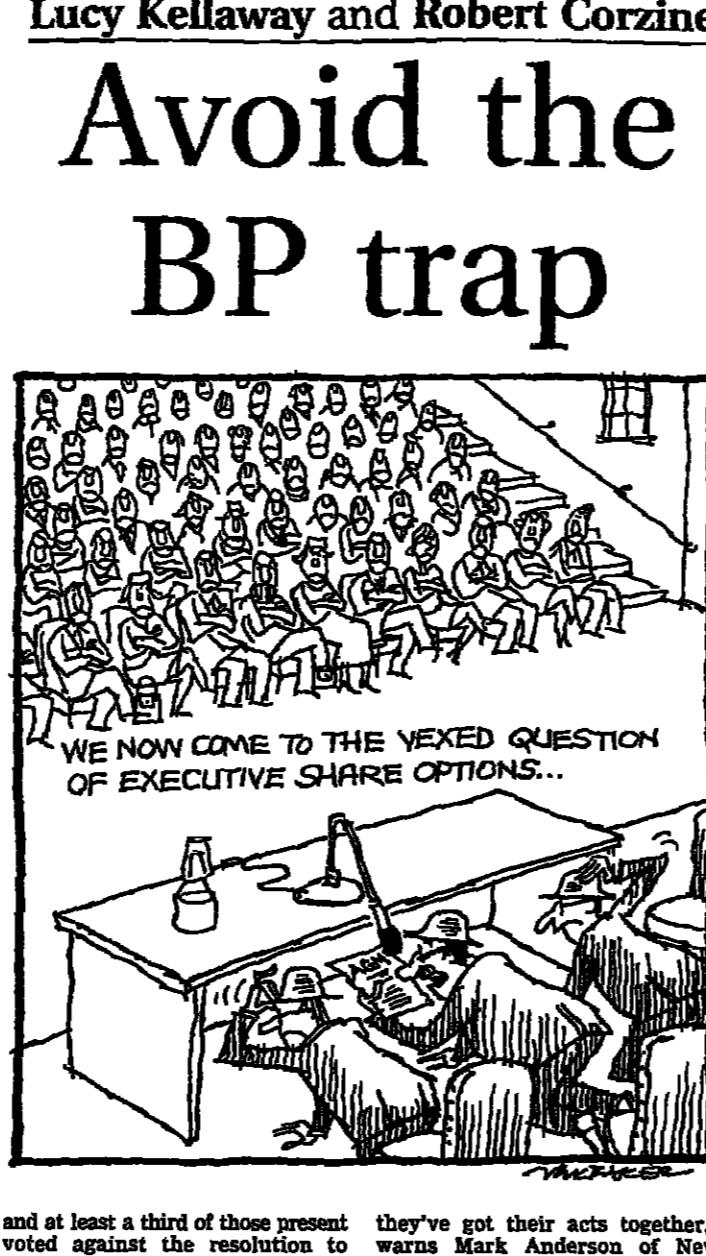
• The compensation committee of the board of directors was not independent enough;

• References to the scheme in the annual report had been misleading. Lord Ashburton bravely tried to separate the various strands of questioning, but the share option scheme became hopelessly entangled with another incentive plan for BP's top 50 executives that was not on the agenda. His statement that the ARI had found "technical shortcomings" in the scheme's performance criteria signalled the end of the confrontation and a tactical retreat to the security of an overwhelmingly large block of proxy votes offered up by institutional shareholders.

As for the small shareholders sitting high above the fray in the lofty heights of London's Barbican's theatre, they too seemed flummoxed by the confusion below. But shareholder sentiment, smarting from an extension of BP's frozen dividend, was not on the side of management.

Many of the allegations may have been misleading, half-truths or downright wrong, as BP officials later claimed. But they were received with rounds of applause,

and at least a third of those present voted against the resolution to extend the scheme.



they've got their acts together," warns Mark Anderson of New Bridge Street Consultants, specialists on executive pay.

Shareholders have been increasingly vociferous on the issue of options over the past two years in preparation for the season of mass renewal of the plans. After considerable disagreement among themselves, the ARI and the NAPF have decided they will only approve future schemes that contain a measure of performance.

The joint guidelines the two bodies issued last year stated that companies and their remuneration committees could choose the performance measure best suited to them. It was implicit in the recom-

monstration that shareholders, in order to make an informed vote on the scheme, would need to know precisely what that measure was.

BP was taken to task last week mainly because it failed to announce what its criteria are. However, the institutional investors were perfectly happy with its excuse.

The company argued that it was not yet ready to issue any options under the new scheme. It pointed out that fluctuations in oil prices and exchange rates made the two most common performance measures - share price and earnings - inappropriate. It said it was working on a complex measure of performance that compared its own return to shareholders against that of the other oil majors.

BP already uses this measure to reward its most senior people as part of an annual bonus, but at present the measure is calculated just once a year. If the measure is to be extended to share options it must be more flexible and the company is looking at ways of achieving this.

The ARI denies that in approving the options scheme last week, it was signing a blank cheque. BP has pledged that it will inform shareholders of the performance measure, which will have been thoroughly analysed by its own remuneration committee. The ARI reasons that although shareholders will not get the chance to vote, they could make life very embarrassing for the oil giant if its performance measure is inadequate.

Other companies, meanwhile, should have learnt the lesson. Most are likely to announce loud and clear their chosen performance criteria at the outset.

For most the choice of measure will be easier than it was for BP. Few other companies are in sectors homogenous enough to allow performance to be compared against their peers, so they are likely to choose more conventional measures. Moreover, few businesses are so at the mercy of commodity prices.

According to specialist pay consultants who are helping companies to finalise their new schemes, the most popular measure is likely to be earnings. Many will plump for a criterion that allows executives to exercise options if the company's earnings beat inflation by 2 per cent in three successive years.

Some are still dithering, waiting to see what sort of performance measure others go for before making a decision.

And a few companies have found the area so perplexing that they have decided to shelve the whole dreaded question of executive share options until next year.

Paean of praise in model guise

Christopher Lorenz reviews a new study of European management

European managers are subtle, socially responsible and humane, believe that maximum profit is not the primary aim of business, and consider it better to be shrewd and cunning than simply rational.

They are more adept than their American or Japanese counterparts at handling "diversity" - they benefit from cultural differences within their organisations and serve different market preferences around the world.

European chief executives are also more accomplished leaders than their American and Japanese peers, earning loyalty rather than imposing their will.

This remarkable paean of praise for Europe's business community comes in a study published this week on behalf of the European Round Table of Industrialists, a lobby group of chairmen and chief executives from 40 large European multinationals including Volvo, Philips, Lafarge, Coop, BSN, Hoechst, Solvay, Siemens and Unilever.

The study - published as a book co-authored by an American journalist and two respected continental European academics

- is essentially an opinion survey of the ERT's members, plus a few Americans and Japanese. But it is presented as an emerging "European management model" - something that other European business people and academics have been trying for years to develop as an antidote to the dominant US model of ultra-rational, homogenous management styles and techniques.

As an obvious confidence-rebuilding exercise for demoralised European managers, the book has an upbeat tone. But its content is by no means entirely positive and contains plenty of realistic criticism.

• European companies pay a price for their social attitudes, in terms of lower flexibility and reduced economic effectiveness;

• They suffer from a fear of risk-taking and failure;

• European culture does not encourage people to

work in teams;

• The relative security of semi-regulated markets, plus Europeans' "fierce pride in their engineering prowess", has deterred companies from putting customers first, and from

matching Japanese quality levels;

• Europeans are "handicapped

by their sophisticated world

outlook that sees every country

and culture as different and

deserving of tailor-made

treatment".

• European companies must

become much more adept at

changing, and at living with

uncertainty.

The study is at its most valuable

when the academics set the

executives' comments in the

context of their own wider

research.

For instance, they stress the

difference between a monocultural

"global strategy", as pursued by many US and most Japanese

companies, and a "world outlook"

which sees the globe as composed of interconnected but distinctive

details.

Another prominent theme is

the need to reconcile

contradictory forces: global,

regional and national strategies;

social responsibility and profits;

long-term planning and short-term

flexibility; diversity and

integration; leadership and

management; individuality and

team work; a balanced life and

commitment to the company.

The trouble with that list -

which the study claims is the

foundation of its emerging

"European management model"

- is that it could have been drawn

from the very source that the ERT

so decries: a collection of US

business school professors.

Yet that does not necessarily

invalidate the study's conclusion

that, provided they make the

effort, Europeans should prove

better than Americans or

Japanese at managing these

conflicting forces. Whether that

will create a "renaissance of

European management", as the

ERT hopes, is quite another

matter.

"Euro Management", by Helen

Bloom, Roland Calori and Philippe

de Woot. Kogan Page. £3.99.

BUSINESSES FOR SALE

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INVITATION

For expressions of interest in purchasing the assets of

NEORION SHIPYARDS SYROS S.A.

Within the framework of the application of Law 2000/1991 in combination with article 23 of Law 2198/94, GREEK EXPORTS S.A., a subsidiary company of the HELLENIC INDUSTRIAL DEVELOPMENT BANK S.A. (E.I.D.B.A. S.A.) appointed as liquidator by decision No. 538/1992 of the Piraeus Court of Appeal, intends to sell by means of the procedure of article 46a of Law 2000/1991, in combination with article 23 of Law 2198/94, the total assets of NEORION SHIPYARDS SYROS S.A.

NEORION SHIPYARDS SYROS S.A. was founded in 1891 and is engaged mainly in the building and repair of ships, craft and other floating means.

The Company's productive installations are situated on a self-owned plot of land at Ermoupolis, Syros. The net area of the Shipyard's installations is 27,391 m² and the area covered by the Shipyard's building is 19,284 m².

Outside the Shipyard's installations and belonging to the Company are twenty-six (26) buildings on the island of Syros totalling 50,302 m² of which the following are not included in the Shipyard's assets and will not be transferred to the highest bidder:

- The building of the old latrines with a total area of 3,015 m² and the old prison building of 668.5 m² in the Lazaretti district of the Municipality of Ermoupolis.
- The ruined building and plot totalling 2,600 m² in the former cartridge shot manufacture situated opposite the Venetians, within the Municipality of Ermoupolis.
- The building of the old Veliassaropoulou factory totalling about five stremmas which houses the company's Workers' Consumer Cooperative and is situated in the Municipality of Ermoupolis.

Also excluded from the transfer, in addition to the above, is the floating dock "AVLIS".

We note finally that the Company owns 386/6 m² of the plot of land at 67 Aiki Mousouli on which an apartment building has been built and of which the Company owns 1,592.71 m².

Procedure for the sale of the Company's assets

I. Interested parties should submit a non-binding written expression of interest within twenty (20) calendar days from the publication of the present invitation.

II. Candidates for the purchase of the Company's assets, after undertaking in writing to maintain confidentiality, may receive the offering memorandum and have access to other information concerning the Company for sale (claims, reserves, other details concerning the Company's assets).

III. The announcement of a public auction for the highest bidder will be published within the time limits foreseen by the above-mentioned Law 2000/1991 in combination with the provisions of article 23 of Law 2198/94 and in the same newspapers.

Within the framework of this auction, interested buyers will submit binding offers accompanied by a letter of guarantee in accordance with the terms of the announcement.

IV. For any additional information, please apply to the telephone numbers: +30-1-323.3111 to 3115 and Fax: +30-1-323.9185

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LEGAL NOTICES

The Rome Tribunal, in the proceedings initiated in 1986 by the heirs of Avv. Ercol Graziani against the Italian law firm "ASSOCIAZIONE PROFESSIONALE STUDIO AVVOCATO ERCOLE GRAZIADEI" has decided with its provisional and immediately binding award n. 3222 of 28th February 1994 that the above mentioned law firm is inhibited from using the name "GRAZIADEI" in any form, such use being contrary to the law, and has placed the costs of the action on the said firm.

Rome, 25th March 1994

In the High Court of Justice No 601339 of 1994 Chamber Division

IN THE MATTER OF PREBIO ENERGY LIMITED and

IN THE MATTER OF THE COMPANIES ACT 1985

NOTICE IS HEREBY GIVEN that the Order of the High Court of Justice (Chancery Division) dated the 30th March 1994 confirming the reduction of the share capital of Prebio Energy

PROPERTY

Returns in the UK property investment market posted their fastest recovery on record last year, according to the annual review of the sector by Investment Property Data-bank, a research group. Investment returns reached 18.1 per cent, a 22 percentage point improvement on the previous year.

After sinking so low, it is perhaps unsurprising that the investment market would rebound vigorously. But the factors driving this strong upturn are more complicated than first meet the eye.

The IPD report suggests that the recovery took place in spite of, not because of, the behaviour of two crucial components of the market: tenants and institutional investors. Although there was some improvement in demand from tenants, it was insufficient to stop the fall in rents, which dropped by an average 8 per cent over the year. Meanwhile, net institutional investment totalled just £460m last year, the lowest for 13 years.

Instead, the main underlying causes behind the recovery can be traced to the behaviour of the bond markets: when bond yields fell sharply last year, they dragged property yields down with them, thereby improving property values.

The reason for the close correlation between bond and property yields last year was that property started to resemble a fixed-income investment – valued on the strength of its existing income rather than its potential growth.

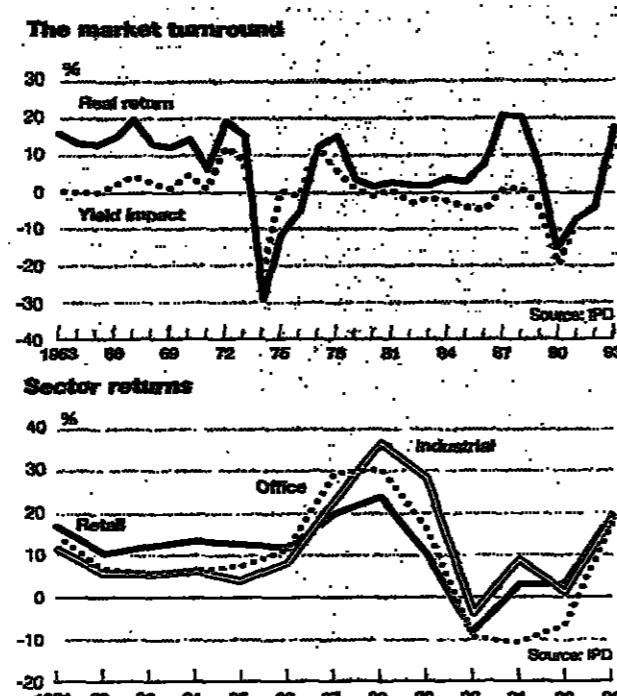
This was because an increasing number of properties were 'over-rented' – the term used to describe properties whose tenants are locked into leases that require them to pay rents at or above the market rates. Since the rental income from these over-rented properties is unlikely to increase for several years, the value of the properties will depend on the security of the current stream of income.

The IPD statistics, which are based on property amounting to 75 per cent of all institutional-freehold buildings (valued at about £40.4bn), underlines the extent to which this type of property has become 'over-rented'.

After the sharp fall in rents of the past few years, 44 per cent of all institutional tenants paid above market rents at the end of 1993, according to IPD. Even institutional portfolios spread across all sectors and

Happy returns

Vanessa Houlder on the reasons behind the improved investment outlook in the UK



regions are, typically, 'over-rented'. Among such properties, the gap between rents paid and the market rate is in excess of 30 per cent.

The consequence of this 'over-renting' was that property assumed some of the characteristics of bonds. And as

bond yields fell, property yields tumbled in tandem, from 10.7 per cent to 9.2 per cent over the year, according to IPD.

One outcome of the increasing similarity between property and bonds was that all the sectors of the market produced similar returns: retail returns were 19.6 per cent, industrials 19.3 per cent and offices 18.3 per cent. Those properties with the greatest degree of 'over-renting', such as City of London offices, enjoyed the greatest

benefit from the movement in yields. 'Over-renting' had least impact in the retail and industrial sectors. In these sectors regional variations in performance continued to reflect rental trends, with the Midlands and the north generally recording smaller falls in rental values, and thus higher returns, than London and the south.

Retail property posted a 1.7 per cent drop in rents, less than a fifth of that recorded for either offices or industrial property last year. By contrast, office rents dropped by a further 13.7 per cent in 1993, taking the total decline in office rents to 42 per cent since 1989.

As in the retail sector, office rents fell further in the south than in the north. However, this north-south rental divide

is likely to increase for several years, the value of the properties will depend on the security of the current stream of income.

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London Docklands

was masked by heavy 'over-renting'. Some of the highest office returns were in the most over-rented markets, such as the City which produced a 20.4 per cent return in 1993.

The dominant role played by bond movements in increasing property values last year was reinforced, in some sectors, by the pressure of investors' demand. The best-performing sectors – such as retail and distribution warehouses which produced returns of 34 per cent and 30 per cent respectively – owed their strong returns to a particularly sharp fall in their yields, which stemmed from strong net investment.

However, for most of last year, the net impact of institutional investors on the market was subdued, according to IPD. Although institutions are currently among the most enthusiastic purchasers of property, their renewed presence in the market was not evident until autumn 1993. For the early part of last year, the most active buyers were foreign investors, private companies and quoted property companies.

In fact, institutions sold more property than they bought last year: £2.63bn in purchases against £2.98bn in sales. Institutions' net investment climbed on the back of £473m spent on development and £343m on improving buildings.

Retail property was, by far, the most popular sector for investors, accounting for 88 per cent of the total net investment in 1993: retail warehouses alone accounted for 59 per cent of the total net investment.

Institutions were net investors in offices in south-east England (excluding London), but were net sellers of property in the City and West End.

Although institutional demand rose strongly at the end of last year and is still high, IPD strikes a warning note about the sustainability of a recovery that depended so heavily on bond movements.

"This upturn is almost exclusively an investment phenomenon, based upon falling yields," said Mr Rupert Nabarro, managing director of IPD. "The trend in property returns will be vulnerable to shocks in the gilt market."

The IPD report adds: "Questions remain as to the strength of the 1993 recovery... A sustained recovery will depend in the medium-term upon low interest rates and continued investor demand."

IPD's chairman, Mr Nabarro, said: "The market is likely to be

Turner to manage UES Steels

UES Holdings, the Rotherham-based engineering steels and forgings company, has strengthened its top management by appointing Don Turner to the key post of managing director of the UES Steels division.

With effect from July 1, Turner replaces David Stone, who will become managing director of UES Holdings' subsidiaries division, which has interests in bright bar – a shiny steel used in the automotive and other industries – stockholding and metal reclamation.

Stone will also directly assist Don Ford, UES Holdings' chairman, on matters such as relationships in Europe and US trade issues.

Ford said Stone would be retiring in two to three years, but stressed: "I am not moving him aside, but planning the succession in a managed way."

The changes come only seven months after UES restructured the company, eliminating the post of chief

executive and giving greater autonomy to its three operating divisions. As a consequence, chief executive Graham Mackenzie left the company.

The shake-up was engineered by UES' two owners, British Steel and GKN, and Turner's appointment was carried out with the full approval of the two shareholders. The final selection was left to Ford, however.

Turner, 54, has been managing director of British Steel's temple division since 1992, but will be on familiar ground in Rotherham as he previously ran British Steel's narrow strip business, based around the Brinsford strip mill in the Yorkshire town.

UES Steels has been hit hard by rising scrap prices, reduced selling prices, and what it sees as unfair subsidies in Europe.

Last year UES Holdings lost a record £48.1m, but according to Ford this year's loss will be much lower. GKN has made

Gray moves to HSBC

HSBC Holdings has appointed

Robert Gray, chairman of JP Morgan Securities and one of the best-known figures in the international capital markets business, to help build up the group's global underwriting

business.

Gray, 44, joined the London office of the US investment bank in 1971 and he has been closely identified with establishing JP Morgan's name in the European and Asian capital markets.

His new position will be

managing director, global capital markets at HSBC Markets. HSBC Markets embraces the treasury and capital markets businesses of HSBC Holdings and Midland Global Markets which include well-known names such as Samuel Montague in London, Trinkaus & Burkhardt in Germany and Wardley in Hong Kong.

He starts his new job in May and will report to Stephen Green, group treasurer at HSBC.

"I would like HSBC to

become one of the largest players in the international underwriting business and we have every reasonable prospect of getting there," says Green.

Well-matched company

From secretary to commercial director in nine years is no mean feat, but then to return voluntarily to being a personal assistant and, once more, rising to the top ranks of yet another company is a rare achievement.

Jan Reynolds, below, has just been appointed managing

director of Octavius Hunt, part

of the Chemring group since 1981.

The UK's last remaining

textile manufacturer, Octavius

Hunt is based in Bristol, from

where it produces a variety of

specialist pyrotechnical and smoke equipment for such diverse entities as the ministry of defence and banana importers.

Reynolds, 51, spent almost 10 years with Pollard, then part

of the Tarmac group, rising

from secretarial status in 1980

to be commercial director by

the time she left in 1989.

"Having become disillusioned with being part of a large organisation I decided to go back to being a personal assistant for a smaller operation," she says.

She then joined Octavius

Hunt in 1989 as person assis-

tant to Derek Luffingham, who

then owned the company.

Within a year, she was once

more a director; she now

replaces Tom Davies – who is

taking on a broader role within

the Chemring group – as man-

aging director, running the

company.

No disillusionment this time

round, either: "Rather, I feel a

bit like the people in the latest

British Gas ads, who say they

just love being in control."

With the company just

recently launching into the

textile and display fireworks'

market, Reynolds is likely to

find much to spark further

interest.

PEOPLE

Went joins Coutts

David Went, chief executive of National Westminster Bank's Ulster Bank subsidiary, has been given the job of turning Coutts, the frock-coated bankers to Britain's royal family, into a "truly global private bank" which can compete on a par with the private banking arms of US banking giants such as J P Morgan and Citicorp.

Went, a 47-year-old Ulster man who trained with Ulster Bank, has been appointed to the new post of chief executive of Coutts Group, parent of Coutts & Co in the UK and Coutts International Private Banking.

Although the 300-year-old Coutts has been a NatWest subsidiary for many years, it has been allowed to operate independently. Analysts have felt that NatWest has failed to exploit one of the best known brand names in private banking.

Just over two years ago NatWest installed one of its own managers, Ian Farnsworth, as managing director of Coutts & Co. Since then its profits have recovered strongly and Bernard Horn, NatWest's international chief, says that Went's appointment is the next stage in the plan to build a "world class private banking operation".

Born denied yesterday that this would involve taking Coutts down market and said that the changes had nothing to do with last September's retirement of Sir David Monney-Coutts, who had worked for Coutts for 40 years and been chairman since 1978. Horn added that what Coutts needed was not more capital but more customer relationship officers and new products. Went will be based in London but it remains unclear whether he will sit in Coutts Strand headquarters.

Apart from NatWest veteran Ian Farnsworth, 58, the other member of the new management team is Jean-Pierre Cuoni, 56, chief executive of Coutts International Private Banking. Cuoni, a Swiss citizen, spent 22 years with Citi-bank before joining Coutts & Co in Zurich in 1985.

Went, who joined Ulster Bank in 1976, takes over on June 1 and will be replaced as chief executive of Ulster Bank by Ronnie Kells, 55, who has been with the bank since 1964.

1,200 OF THE BEST MINDS
CAME TO BRAINSTORM AT THE
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There were 200 government leaders – presidents, prime ministers and senior ministers. There were 800 chairmen and chief executives from top international companies. And there were professors and futurists from the leading universities and business schools.

The atmosphere was informal: the discussions frank and revealing. Everyone had one goal – to discover the future.

With the departure of the reformers, what will happen in Russia? Do the changes in China, South Africa and the Middle East offer new business opportunities for private enterprise? Why did Yasser Arafat say Palestine should emulate Singapore? How would the ANC's Trevor Manuel run the post-election campaign?

Why does ABB's Percy Barnevik believe 90% of head office staff can be fired? How is Sweden's Carl Bildt dismantling the welfare state?

What goes on inside the office of



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DATA GENERAL

A theatre in free flight

For decades, the west knew next to nothing about the performing arts troupes of Russia. Even the big Kirov and Bolshoi ballet companies toured far less than their western admirers would have liked. Now the situation is reversed. It is the west that sees the Russian companies most.

Ballet and opera, though more expensive, are more obviously international arts. But the spoken theatre? One company in particular has pandered to the growing western appetite for Russian theatre. The Maly Theatre of St Petersburg, which has made several visits to the west in recent years, has now begun to spend most of its time outside Russia. Last weekend, it finished a season at the Odéon, Paris; this week it begins a tour of Britain. The scale of the endeavour is probably without precedent in the history of the spoken theatre. The Maly company has 85 members; it brings five different productions to Britain, including the two-part *Brothers and Sisters* and three-part *The Devils*; it will visit London, Manchester, Glasgow, Newcastle, and Nottingham.

The company's artistic director is Lev Dodin. In interview, he at first delivers a certain amount of Eurospeak. "These new contacts are very important for us... We gain a new quality of communication in the west. Performing here has become natural; it makes us aware we are all part of one community." He drops the "one community" line, however, when I make the error of referring to St Petersburg as a more conservative city than Moscow. "St Petersburg had always the more profound culture. Things were hatched there before appearing on the surface. The surface is where Moscow picked things up."

This is true Petersburg-speak, and wonderful. St Petersburg is built according to laws of beauty, and these laws shape our thought. The Soviet regime stifled ideas, and more so in St Petersburg. It was easier to keep down inventive thought there, whereas the bureaucracy in Moscow allowed various different channels there. But St Petersburg was always alive to the work of Meyerhold, Akhmatova, Brodsky, Shostakovich."

Today, he says, there are as many exper-

iments in St Petersburg as in Moscow. "You can do what you like now - if you have money. But it's hard, as yet, to judge the results. I ask if there had been an extra stimulation in trying to create new work under the Soviet regime. 'Well, it gave certain spurts, certain energy, yes. But it was the energy of craziness. It's very hard to create in a situation where any minute your mouth can be stopped. The absence of freedom has taken away a lot of force from Russian theatre. Now it is a new world - one of financial values."

Will theatre be able to preserve its role? "This is a very serious question for us. You know from your own country that theatre easily becomes an entertainment industry. That is not real art." I think of

**Alastair Macaulay
talks to Lev Dodin, the
artistic director of
the Maly Theatre
of St Petersburg**

Solzhenitsyn and his discomfort in the west. What is it like being a company in exile, I ask? "No, no, not exile, but free flight! We have been abroad since January, and we return in June. We will work there, and perform in September. We perform in the west so much because this is the best way we can support the staff in our theatre. There are people at the Maly now whom we can only support by working here. You must hear the music of the Chekhov symphony. Or, rather, the small evening serenade."

The company has made its western reputation with theatrical adaptations rather than by performing plays that were written as plays. The Paris season ends, however, with Chekhov's *The Cherry Orchard*, with which the British tour opens. This is my introduction to the company's work, and it is, by most accounts, by no means the best. The company's admirers love the theatrical energy and intensity of its stagings; but *The Cherry Orchard* is a play with a great deal of languor, which

Dodin observes. Nonetheless, this staging is less naturalistic than most British productions.

The play has one single set, which changes in the light. It is, by turns, a hall of mirrors, a wall of windows opening onto cherry trees, a dark interior. Splendid; but why so much surrounding darkness in the daytime scenes? Dodin feels that this is not a naturalistic play; while talking of the comic element in Chekhov, he says "It is not a naturalistic drama, not a sad tragedy. It is a spiritual tragedy which is sometimes very comic. The comedy is that of human life. A human's life is very short and limited. A human is unwilling to accept this, which makes his life only shorter. This is close to Shakespeare. The comic aspect is dramatic."

This staging, daringly, is given without an interval; and the second act is in Chekhov's original version. I have always loved the asymmetries of British Chekhov stagings, the ways that two or more activities are frequently going on at different tempi, and the way that the people in the stage world never stop to orientate to the audience. Dodin, however, frequently has events happen bang on the centre-line of the stage, underlays any multiplicity of stage incident, and has certain speeches delivered straight out to the audience.

But his company is a true ensemble, and they bring to it a Russian ease in large emotion, easily able to switch between laughter and tears, or indeed to catch both at the same time. Dodin again: "A common spirit is very important in Chekhov. When individual stars appear in Chekhov, they make it less like Chekhov, more like any other play. You must hear the music of the Chekhov symphony. Or, rather, the small evening serenade."

The Maly Theatre tour starts with *The Cherry Orchard*, until April 17 at the Lyric, Hammersmith. The Forum Theatre, Manchester, presents *Brothers and Sisters* and *Stars in the Morning Sky*, April 20-24; as does the Nottingham Playhouse, May 24-28. Glasgow presents all five productions, at the Citizens and Tramway Theatres, April 29-May 15. The Newcastle Playhouse presents *Brothers and Sisters* and *The House*, May 16-21.



Scene from the 'The Cherry Orchard', which had its British premiere at the Lyric, Hammersmith, last night

Theatre/Malcolm Rutherford No love in 'The Butterfly Kiss'

looking kitchen knife and the suggestion, possibly a joke, that Sloan Ross, the ex-US Marine turned lepidopterist, may kill butterflies with a Luger, the same gun which is eventually used by his daughter to kill his wife.

The motivation remains obscure throughout partly because this is one of those irritating plays that dot backwards and forwards in time. But even if you try to put the events in chronological order, the motives are still unclear.

There is an old woman and a daughter, both of whom seem fairly high on the bottle. The

daughter marries the ex-marine, who turns up at the wedding with another ex-marine as best man and a floozy who (we learn) is already the mistress of the groom.

Sloan, the groom, tells his wife that he does not want children yet. Nevertheless, a daughter called Lily arrives and it is she who may be at the centre of the piece. By the time she is 14, she has seduced the other marine. She then kills her mother with the gun handed to her by her father, possibly at her mother's drunken request; there is some suggestion that it is man-

slaughter, not murder. Lily (played by Elizabeth Berridge) is also seduced by a lesbian named Martha - who at least has the virtue of being the only remotely attractive character in the piece.

Perhaps there is something to say for Sloan's amiable ex-marine friend, Teddy Roosevelt Hayes, but since the part is not filled out it is impossible to say. There is a striking set, with a case of butterflies in the background, and it is designed by Mark Thompson. Otherwise one wonders what a director like Steven Pimlott and a theatre like the Almeida are doing like the Almeida are doing with a piece like this. Phyllis Nagy, the author, is a New York Yeller in London who is now the Arts Council writer-in-residence at the Royal Court, so there may be more to come.

Almeida Theatre until April 30. (071) 569 4404

Recital/John Allison

Alfred Brendel

mer 1995), each repeated in various European and North American cities. Brendel is now halfway through, but since his approach is not chronological, we heard four early sonatas (numbers 8-11) and the later *Lebewohl* op. 51.

Though Brendel brought no special insights on Tuesday, there were good things, mostly in the second half. The soaring, turbulent op. 22 was tightly argued; its *Allegro* finale had clarity and elegance. Brendel's

daughter had a radiant conclusion, reminding one - for the only time during the evening - of Beethoven's life-affirming qualities.

The "simpler", more direct works were less successful. At best they were unremarkable, but often the music sounded mannered and inflated. In op. 14 no. 1 Brendel pulled the almost-Mozartian scales and arpeggios around, and in no. 2 the set was even more heavy-handed - his antics dis-

torted grotesquely the miniature variations that make up its middle movement (they drew spontaneous applause). The *Sonate Pathétique* lacked dramatic breadth, and detail was smothered in the breathless outer movements.

Much of Brendel's playing now sounds cantankerous. His intellectualism stifles the music. One of the visionary musicians of our time is in danger of becoming a monument to himself.

The programme is repeated in San Francisco (April 22), Los Angeles (April 26), Toronto (May 7), Princeton (May 9), and New York (May 12).

Almeida Theatre until April 30. (071) 569 4404

John Allison

London heard the fourth instalment of Alfred Brendel's latest Beethoven series on Tuesday night. Complete cycles of the composer's 32 piano sonatas ought always to be enlightening events - for the Brendel fans who packed the Royal Festival Hall, this recital plainly was - but it seems that this legendary pianist has lost the instinctive, inspiring powers of his earlier self.

Brendel has, of course, performed complete Beethoven cycles umpteen times. This widely-spaced series is different: seven programmes spread over three-and-a-half years (it is not due to finish until sum-

Dissonance in Prague

There is dissonance at the Philharmonic. Not at the London, Berlin or New York philharmonics, but in Prague, where the Czech Philharmonic and its audiences are deeply divided about the first foreign music director in the orchestra's 92-year history.

In most countries, the appointment of a foreign conductor would cause few problems, and could even add to an orchestra's prestige. Not one of London's four independent orchestras, for example, has a British music director. But in the Czech Republic, where national pride is identified with leading artistic institutions, the arrival of Gerd Albrecht alongside popular works by Dvorak. The

"A lot of concert promoters are interested in the Czech Philharmonic, but not in Gerd Albrecht. He's not regarded as a top-notch conductor and he's German. The package doesn't fit. The Czech conductors with whom the orchestra used to work may not have been household names, but they fitted in and produced good results. Albrecht's appointment was not a good idea."

Albrecht nevertheless has many supporters in Prague. While increasing the profile of Bruckner and other German composers, he has conducted a wide variety of Czech repertoire. Programming with leading artistic passions, the arrival of Gerd Albrecht alongside popular works by Dvorak. The

issue recently took on a political dimension when Albrecht turned down an invitation for the Czech Philharmonic to play at the Vatican. President Vaclav Havel openly criticised him for "damaging the esteem of the Czech Republic".

Albrecht's appointment is hardly new.

In 1991, the orchestra held its first-ever vote for the post of chief conductor and by the narrowest of margins, Albrecht defeated the Czech incumbent, Jiri Belohlávek. But it is only in this season, since Albrecht took up the appointment and began conducting regularly in Prague, that the consequences have become clear.

In the post-revolutionary atmosphere of freedom and democracy, the players saw Albrecht as a passport to fortune. He bore the promise of lucrative foreign tours and recording contracts, none of which has materialised: western agents and record companies are only interested if the orchestra works with Czech conductors. "The orchestra is losing out," says Anthony Howard of IMG Artists, the agency which has organised the orchestra's recent visits to Britain.

Czech Philharmonic has always been charmed by conductors like Sawaishi and Albrecht," says one local critic. "Albrecht has the detached, perfect German baton."

But these qualities are exactly what opponents cite as alien to the orchestra's tradition, and many older members of the orchestra and its audience remember the German wartime occupation. "He's a good enough conductor," says one orchestra veteran, "but whether he's right for us is another matter. The Czech Philharmonic became famous by playing under great Czech conductors like Taich and Anderl. When Albrecht conducts, everything is exact and cool. It lacks spontaneity and the Czech spirit."

If Albrecht had the international reputation of Colin Davis or Kurt Masur, his opponents would doubtless accept him. But the orchestra cannot afford a front-rank foreign conductor.

It has given Albrecht a five-year contract with sweeping powers, enabling him to veto the Vatican concert, which had been offered to another conductor. "A strong management would take control of the situation, but there's no one with the guts or the know-how to do it," says one Philharmonic insider. "The orchestra is crawling for its own arrogance. They'll be crawling back to Belohlávek in five years."

Ironically, the two main beneficiaries of the Albrecht controversy have been Belohlávek and the Prague Symphony Orchestra. Belohlávek, still only 42 but with a reputation as a strong orchestral trainer, has wasted no time in developing his freelance international career. The Prague Symphony is picking up prestigious engagements at home and abroad which would previously have gone to its older rival. Under its chief conductor, Martin Turnovsky, it has traded profitably on its Czech character.

"We want to be a Czech cultural institution that is open to the world," says Roman Belor, the Prague Symphony's manager. "At the same time, we feel a responsibility for the continuity of Czech culture. There's something special in the atmosphere of Prague and the Bohemian countryside, in the traditions handed down and the mixture of middle-European influences, which give a distinctive sound to the music made and played here."

"It doesn't prevent foreigners from giving good performances. But the advantage of Czech conductors and Czech orchestras playing this music is that they are Czech - they were born here."

London heard the fourth instalment of Alfred Brendel's latest Beethoven series on Tuesday night. Complete cycles of the composer's 32 piano sonatas ought always to be enlightening events - for the Brendel fans who packed the Royal Festival Hall, this recital plainly was - but it seems that this legendary pianist has lost the instinctive, inspiring powers of his earlier self.

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INTERNATIONAL ARTS GUIDE

CITY BALLET SPRING SEASON

New York City Ballet opens its Spring season on April 26 with a two-week run of *The Sleeping Beauty*, choreographed by Peter Martins. Repertory also includes 21 works by Balanchine, 13 by Jerome Robbins, five by Peter Martins and one by Richard Tanner.

The company's Diamond Project in late May will showcase the work of 12 choreographers, including Ulysses Dove, Anna Laerkesen, Robert LaFosse and Richard Tanner. For more than 40 years, NYCB has been committed to creating a wide-ranging repertoire that shows ballet's imperial heritage as a beginning rather than an end. The company sees the Diamond Project as an additional step in this tradition. The season runs till June 26 (New York State Theater: 870 5880).

American Ballet Theatre can also be seen at the Lincoln Centre from April 26 to June 4.

EXHIBITIONS GUIDE

AMSTERDAM

Rijksmuseum Dutch Figure Drawings 1700-1850. Ends May 1. Closed Mon.

Van Gogh Museum Pierre Puvis de Chavannes: 150 portraits, still

lifes, genre pieces and sketches by the 19th century artist whose murals grace many public buildings in France. Ends May 29. Daily

BASLE

Antikenmuseum Rediscovering Pompeii: this internationally acclaimed touring exhibition of 200 objects includes jewellery, ceramics, statues and household objects, plus a reconstructed garden with mosaics and a room complete with original frescoes, offering insight into daily life in the Roman town. Ends June 26. Closed Mon.

COLOGNE

Museum Ludwig The Unknown Modigliani: 240 of the 440 hitherto unknown drawings amassed by Paul Alexandre before 1914. Ends July 10. Closed Mon.

The programme includes Kevin McKenzie's full-length version of *The Nutcracker*, the world premiere of a new work by Canadian-born choreographer James Kudelka, the company premiere of Lar Lubovitch's *A Brahms Symphony* and revivals of Anthony Tudor's *Echoing of Trumpets* and *Les Sylphides*. There will also be a selection of popular favourites, including Giselle and Swan Lake (Metropolitan Opera House: 582 6000).

EXHIBITIONS GUIDE

AMSTERDAM

Rijksmuseum Dutch Figure Drawings 1700-1850. Ends May 1. Closed Mon.

Van Gogh Museum Pierre Puvis de Chavannes: 150 portraits, still

lifes, genre pieces and sketches by the 19th century artist whose murals grace many public buildings in France. Ends May 29. Daily

BASLE

Antikenmuseum Rediscovering Pompeii: this internationally acclaimed touring exhibition of 200 objects includes jewellery, ceramics, statues and household objects, plus a reconstructed garden with mosaics and a room complete with original frescoes, offering insight into daily life in the Roman town. Ends June 26. Closed Mon.

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A year ago, UK government ministers were promising a furious fight to cut public expenditure any way they could. What happened to this much-heralded review of the welfare state?

Last April, as official forecasts projected a public sector borrowing requirement of £20bn for 1993-94, the Treasury announced one set of Budget tax rises and prepared to unveil another in November. Departments were told to curb running costs and pay levels, and in November's Budget, which combined tax and spending decisions for the first time, a total of about £15bn was lopped off the spending commitments of Whitehall departments for the three financial years starting 1994-95.

But the ambitions of Mr John Major's government did not stop at a one-off balancing of the books. It launched a campaign to reverse the growth in public spending over the longer term, with "fundamental expenditure reviews" of departmental spending that would go well beyond traditional attempts to match revenue and expenditure.

The reviews, announced with panache by Mr Michael Portillo, chief secretary to the Treasury, would think the unthinkable about departmental policies, starting with the departments of social security, education and health, and the Home Office.

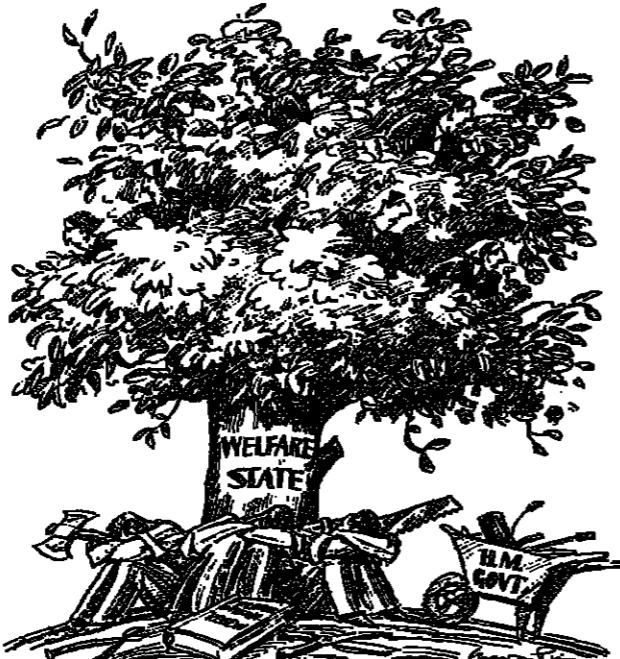
Their task was to test whether a particular programme should remain the state's responsibility and whether waste could be squeezed. The goal, as Mr Peter Lilley, the social security secretary, put it, was to ensure that the growth in the welfare state did not outpace the nation's ability to pay for it.

One year on, the review system is waning. No conclusions have been published and few ministers talk about the process. There is a rolling programme of departments under scrutiny - employment, transport, and trade and industry were among those ministries added this year.

But this week, as cabinet ministers held their first meeting of the current spending round, Treasury officials warned that public spending would still easily overshoot projections made for the current financial year. Mr Norman Lamont, the former chancellor who helped set up the reviews, speaks as if they have already been buried, saying "they should not be forgotten". And rightwing Tory backbenchers

The axemen slumber

UK public spending is being curbed. Or is it, asks James Blitz



believe the government has lost its willingness to use the reviews to cut deep into public spending.

"There is a feeling among colleagues that the reviews have run out of steam," says one Tory backbencher. "If you look for where the cuts in spending came in the last Budget, they were in holding down running costs and public sector pay. There weren't enough signs that the need for services was being questioned."

Ministers take pride in some aspects of the review process. They claim that the review of the social security department is playing a significant role in containing the long-term growth of an £80bn annual budget. Legislation next year to replace unemployment benefit with a "jobseekers allowance", will help social security officials target benefits more precisely. So too will the replacement of invalidity benefit with incapacity benefit (bringing a more objective test of applicants' fitness) and the abolition of the subsidy paid to large companies to cover the cost of statutory sick pay.

"These reforms were already in our sights," says a Treasury official. "But we had not got them worked out properly, certainly not to the extent that they would yield so much to the Exchequer. The review took these ideas and worked them through in full."

But it is far less clear what has been achieved elsewhere.

The education review has

encouraged a shift from student grants to loans; and the Home Office review has studied whether private finance could

be used to help build prisons - a move that found its way into recent proposals by Mr Michael Howard, the home secretary.

But both these examples represent an extension of existing policies, not radical departures. And many areas of heavy spending appear untouched - for instance, the National Health Service drugs budget.

As the Treasury official explains, many of the ideas in the reviews "have helped us to be more demanding over running costs rather than producing identifiable policy changes".

Why has the impact been so variable? Partly it is because the reviews are led by the

department concerned. Treasury officials on review steering groups can insist that radical cost-saving options are studied. But departments are not forced to meet pre-set targets and can approach the reviews in their own way.

Results therefore, depend on the political outlook and skills of the cabinet minister heading each department. As a Thatcherite minister with a clear cost-cutting agenda, Mr Lilley has been keener on securing results. But elsewhere the Treasury has met obstacles from departments reluctant to force difficult measures through a House of Commons where the government has a slim majority. Mr Lilley himself has encountered problems, for instance, over the operation of the Child Support Agency, which is intended to cut the cost of state support for single parents.

Results therefore, depend on the political outlook and skills of the cabinet minister heading each department. As a Thatcherite minister with a clear cost-cutting agenda, Mr Lilley has been keener on securing results. But elsewhere the Treasury has met obstacles from departments reluctant to force difficult measures through a House of Commons where the government has a slim majority. Mr Lilley himself has encountered problems, for instance, over the operation of the Child Support Agency, which is intended to cut the cost of state support for single parents.

What can realistically be expected from the reviews over the coming year? There are some obvious targets: the Treasury is scrutinising the cost of running Britain's courts, looking for ways to reduce the time spent in handling divorce petitions, civil liability cases and insurance claims. A job-saving merger of Inland Revenue and Customs and Excise operations is being considered. But these budgeted make up a small part of the overall spending take.

Whether more sweeping cuts can be achieved in this November's Budget, or over coming years, will depend on the determination of Mr Kenneth Clarke, the chancellor, to push his cabinet colleagues into renewing their commitment to reduce public spending.

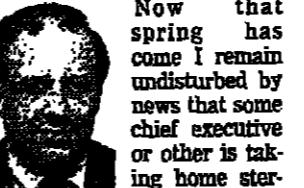
In a recent speech, Mr Clarke said he was seeking a tough spending round this year, and threw his weight behind the reviews.

With speculation about a leadership contest in the autumn, the centre-left Mr Clarke may be appealing for support from rightwing Tory backbenchers. But the chancellor also knows that the fragility of the economic recovery means he cannot loosen his grip on public spending - particularly if he is looking for tax cuts before the next general election.

Those who believe the UK's public spending has spun out of control must hope that the prize of tax reductions will concentrate the minds of ministers and officials, as they scrutinise the minutiae of departmental programmes.

Joe Rogaly

Lead not into temptation



Now that spring has come I remain undisturbed by news that some chief executive or other is taking home sterling or dollars in sacks. Most people do not receive seven or even six-figure salaries, but that is no reason to envy those who do. Some of them deserve it. Good luck to them. Yet high pay is becoming a political issue. Last week The Sun ran a spread on the "10 greediest bosses", with pictures. The captions contained the tabloid's calculations of the villains' compensation packages, broken down into comprehensible weekly amounts. The usual suspects were there - Mr Derek Hunt, chairman of MFI (£31,423 a week); Sir Paul Girolami of Glaxo (£27,744); Mr Mick Newmarch of the Prudential (£13,865) and so on. Mr Rupert Murdoch, proprietor, was absent from this little gallery.

The chancellor of the exchequer, who earns about a tenth of a Newmarch, disapproves of some of the large executive salaries paid by British companies. He has expressed the wish that more business leaders would show "a decent level of restraint". The prime minister, questioned in the Commons, concurred, but added that the subject is not a matter for the government. This is "a free capitalist country in which companies determine their wages", he said. When Lady Thatcher had his job, she also supported voluntary limits.

That is clearly as far as the present Conservative government will go.

It may not be far enough. Average incomes are increasing slowly, if at all. Most employees worry about losing their jobs. This early post-recessionary atmosphere is not one in which it is comfortable

for highly rewarded CEOs to take the salary and the bonus, cash in the options, and run for the door. The maximum legal compensation for unexpired contracts should be cut from five years to two, rather than the three in the Cadbury code. That would limit failed CEOs' termination pay-offs. Non-executives should be able to report directly to the shareholders, and comment on directors' remuneration for the current year. To encourage shareholders to use this additional power, dividends should not be paid unless votes representing at least 75 per cent of the shares have been cast on all resolutions at an annual general meeting.

The current atmosphere is not one in which it is comfortable for CEOs to take the salary and the bonus, cash in the options, and run

upwards and that every class of benefit is becoming "normal".

Mr Wright approaches management theory in much the same way as public choice

theorists analyse the behav

iour of officials. Executives, henchmen of the shareholders, think they own the companies they are paid to manage. Self-interest motivates everyone. Headhunters prosper when they persuade boards that there is an international market for overpaid generalists; flattered managers do not take many lunches to be convinced.

As Adam Smith, quoted by Mr Wright, said: "The directors of joint stock companies being the managers rather than of other people's money created a 'romantic muddle'." He would tighten takeover rules. That would curb the temptation to grow by acquisition, which, he argues, rarely benefits the buying companies' shareholders.

In sum, his proposition is that "a powerful body of institutional shareholders has become an essential for shareholder sovereignty". He may be on to something. If the government does not perceive the need for thinking about his argument, the opposition might. One day, perhaps, Labour will awaken from its long sleep.

"Two Cheers for the Institutions" SMF, 20 Queen Anne's Gate, London SW1H 9AA, £10

So what else is new?

Quite a lot, if Mr Wright has his way. He would have each director's remuneration and benefits published in greater detail than Cadbury suggests. This would be enforced by law, not a voluntary code. Directors should be re-elected by the shareholders every two years. The maximum legal compensation for unexpired contracts should be cut from five years to two, rather than the three in the Cadbury code. That would limit failed CEOs' termination pay-offs. Non-executives should be able to report directly to the shareholders, and comment on directors' remuneration for the current year. To encourage shareholders to use this additional power, dividends should not be paid unless votes representing at least 75 per cent of the shares have been cast on all resolutions at an annual general meeting.

There are many such recommendations. They all shift the balance of power towards institutions as responsible shareholders. Mr Wright rejects both the German bank/stakeholder system, and the Japanese consensual model as either out-of-date or alien to the Anglo-Saxon culture. He regards the notion of empowering more individual shareholders as a "romantic muddle". He would tighten takeover rules. That would curb the temptation to grow by acquisition, which, he argues, rarely benefits the buying companies' shareholders.

In sum, his proposition is that "a powerful body of institutional shareholders has become an essential for shareholder sovereignty". He may be on to something. If the government does not perceive the need for thinking about his argument, the opposition might. One day, perhaps, Labour will awaken from its long sleep.

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LETTERS TO THE EDITOR

Number One Southwark Bridge, London SE1 9HL

Fax 071 873 5938. Letters transmitted should be clearly typed and not hand written. Please set fax for fastest resolution

Tecs: not so easy, not so bad

From Mr Gregory Hyland

Sir, Lisa Wood has highlighted several key issues in her article on training and enterprise councils ("Carnage of chiefs in Tec's battle", April 13 UK edition, April 15 international). I see none of the existing Tec chief executives was asked to comment, and neither were the 35 who have left. Not really surprising, since there is no shortage of people who feel free to point out how Tec could be run better, without at the same time having the truism to have tried it out for themselves.

The issues are far more complex than your article suggests, and the problems of Oldham Tec cannot be generalised across the Tec system. Not all those who have departed were pushed out. In my own case I resigned because I felt too much time was spent on negotiating arcane details with civil servants, and not enough on getting the job done. In case that sounds too noble, I also earn significantly more in my new role. Others left for different reasons. Does the headcount include those chief exec

utives who died in post, or those who had to bow out with nervous frustration?

Make no mistake, the job to be done by Teccs is formidable. They are attempting to reverse more than a century of national economic decline, and to combat deeply entrenched positions. The weight of fire implicit in this task falls on the shoulders of the Tec chief executive, and it is one of the most demanding jobs around. But it is wrong to suggest that success or failure rests on the chief executive alone. Teccs need to move into a more sophisticated and effective mode, and the best Tec boards are starting with their own development.

Those who are doing the job of Tec chief executive now are to be greatly admired and deserve the strongest public support, but much more than an individual will be needed for success.

Gregory Hyland,
managing director,
The Condor Group,
PO Box 24,
Princes Risborough,
Buckinghamshire HP27 0LD

Nigeria firm in resolve against drug trafficking

From Alhaji Abubakar Alhaji

Sir, My attention has been drawn to your report, "Nigeria accused over drugs" (April 5), alleging official collusion in drug trafficking by some Nigerians.

The Nigerian High Commission wishes to state emphatically that, contrary to the erroneous impression contained in the report credited to Mr Robert Gelbard, the US assistant secretary of state for international narcotics affairs, the government of the Federal Republic of Nigeria has been steadfast in its determined effort to combat drug trafficking and has put in place adequate legal mechanisms stipulating stiff penalties with a view to deterring usage and trafficking of drugs. Indeed, in a summary of a report No 622 submitted to the US Congress, Nigeria was acknowledged and I quote: "The government (Nigeria) does not as a matter of policy facilitate the production or distribution of drugs or encourage money laundering."

Therefore, the statement by the said US official is, to say the least, most unfortunate since the government of Nigeria has readily co-operated with foreign governments and, in fact, extended assistance that has led to the apprehension and prosecution of many drug traffickers. It is, therefore, surprising that the same US department that commanded Nigeria for arresting and turning over to American law enforcement authorities some suspected drug traffickers wanted in the US should now, for political reasons, turn around to make unsubstantiated allegations against the government.

It should be recalled that, when the government of Nigeria demonstrated its abhorrence for drug trafficking by imposing capital punishment as a sanction for such offences, it had to rescind that decision following an international outcry.

Nevertheless, I would like to state for the benefit of any doubting Thomases that the government of Nigeria remains open to suggestions from friendly governments and stands ready to co-operate with all and sundry on ways and means to combat the global drug menace.

Alhaji Abubakar Alhaji
(Saraduna of Sokoto),
High Commissioner,
Nigeria House,
9 Northumberland Avenue,
London WC2N 5BX

Obsession not shared

From Mr Osman Streeter

Sir, Some of us - but not, it would seem, your leader writer ("Follow the Fed", April 14) - think a monument should be erected to the unknown journalist who recently gave us the phrase "inflation nutter" to describe the obsessive tendencies of people such as the governor of the Bank of England.

The phrase also applies to the former unbalanced chancellor of the exchequer who opined that unemployment, bankruptcy and repossession of homes was "a price well worth paying" for reduced inflation. Perhaps it even applies to the prime minister, who may soon be discovering what the British electorate thinks of his view that "if it isn't hurting, it isn't working".

So you should not be surprised to find that your statement that "the latest step towards greater central bank autonomy is welcome" is not universally shared, even among people who have managed to hang on to house, home and job. Instead, how about compulsory resignation for unelected governors, to be enforced the moment interest rates are increased by a total of one percentage point during their term of office?

Osman Streeter,
Savile Club,
69 Brook Street,
London W1Y 2ER

Gummer policies will not improve urban life

From Mr Paul Orchard-Lisle

Sir, John Gummer, the secretary of state for the environment, has made much of his intention to promote the town centre as the right place for new shopping developments. As a concept his thinking deserves support, but delivery is a separate matter.

He would have little to complain about if his ideas were to be defeated by the shopping public or by retailers. But it is his own department and his neighbours at the Department of Transport whose policies are the most likely to destroy his vision.

Mr Gummer's difficulties lie in access to markets. High Street retailers and shopping centres must compete for consumers' spending power - the most accessible and pleasant

will be the winner.

That is the crux of the problem. The Department of Transport has no money for big road initiatives in town centres, and the Department of the Environment says that money collected for the uniform business rate will not be returned to the local authorities to enable them to improve shopping environments, facilities such as car parking, or public transport networks.

On this basis Mr Gummer's policies should be seen for what they are - protection of the countryside and not the advancement of urban life.

Paul Orchard-Lisle,
Senior Partner,
Healey & Baker,
23 St George Street,
Hanover Square, London W1

Quality standard good discipline

From Mr Richard Hasler

Sir, As a quality management consultant dealing with a large number of small professional practices, I agree with many of the concerns expressed in your article, "Seeking credibility for quality standards" (April 13). It is a fact that many small firms are being forced by their clients to comply with BS 7750, and of course they will be looking to achieve certification as simply and quickly as they can.

However, almost without exception, our clients have found that the discipline imposed by formalising procedures and the feed-back and review stipulated by the standard has led to improvements to internal management efficiency and to the quality of service being provided.

Richard Hasler,
Hasler Collett Partnership,
Red Lion House,
Mill Lane, Stoney Stratford,
Milton Keynes MK11 1BQ

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FINANCIAL TIMES

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Friday April 15 1994

Sizing up the watchdogs

The inherent conflict between the interests of shareholders and consumers in privatised utilities makes it inevitable that there will be a continual debate about regulation. It is, at present in Britain, a rather muddled debate than usual. Not only have some utilities been calling for a radical overhaul of the regulatory regime; two leading institutional investors, Prudential and Barclays de Zoete Wedd Investment Management, are pressing water companies to appeal to the Monopolies and Mergers Commission if their regulator's new price limits turn out to be tough. Sir Bryan Carsberg, director-general of fair trading, has now stepped in with a warning against over-ambitious reform of the system. On the whole, Sir Bryan has the better arguments.

While shareholders and consumers have both done well out of the utilities since privatisation, it is the shareholders who have had the better deal. The government was insufficiently ambitious, early on, in introducing competition into hitherto monopolistic industries; pricing formulae did not take into account the full scope for efficiency gains. Now that the pricing arrangements have been tightened and increased competition brought to bear, both management and investors feel uncomfortable. That is precisely what ought to be happening. There is no reason why customers should, in the words of Mr Ian Byatt of Ofwat, find themselves on 'an endless price escalator'. Nor should the utilities be an engine of inflation in the wider economy.

Regulatory improvement

That is not to say that there is no room for regulatory improvement. The regulators have frequently been accused of a lack of openness in their deliberations over the industries' affairs. That, admittedly, could not be said of Mr Byatt in his protracted and well-publicised review of prices. Indeed, institutional investors would not be in a position to question his methodology if it had been otherwise. But there remains a wider question about formalising procedures for disclosure and scrutiny of the regulatory process.

Mr John Baker, chief executive of National Power, has argued in the *Financial Times* for a clearer definition of the role and objectives for this task.

Ukraine adrift

The results of the Ukrainian elections could be worse, but not much. There has appeared no Ukrainian Zhirinovsky who would lead the country in a quest for national purity and inevitable war with Russia. The communists and their allies are not likely to be a majority in the parliament after a third round of voting. Conflicts over the Black Sea Fleet and the Crimean peninsula are so far localised and are being managed, albeit with many alarms.

But the results have shown a country divided and confused over several central issues. Where the previous parliament and presidency were unable to agree on anything and reluctant to come from each other, the new assembly threatens to make matters significantly worse. The country lacks a modern constitution, relying on a patched-up Soviet document which leaves most of the vital matter of division of powers. President Leonid Kravchuk, who over the past three years has at least provided some stability and continuity – at the cost of an insuperable inertia on economic or any other reform – has dithered fatally over his future intentions. He is now demanding a strong presidency for re-election, a condition unlikely to be granted him by the new Rada.

Ukraine's disputes with Russia – over the Black Sea Fleet, the status of Crimea, the supply of Russian gas and the payment of Ukraine's vast debt to Russia – are coming to a head at the same time as the parliamentary results are coming in. All demand very tough decisions from a power structure now even less capable of making them. The dominant view in the parliament probably favours closer ties with Russia and an attempt to revive the old command economy. But the west of the country has returned a number of deputies who are intransigently hostile to such a strategy and who could become not just a fierce opposition but a proxy to extreme, even violent strategies.

Complete collapse

Economics overshadows everything. In Ukraine the official figures show complete collapse. Even correcting these with the unre-

"Can we [west Europeans] take it for granted that we will remain sufficient leaders in a sufficient number of sectors to survive – in the face of countries with populations infinitely larger than ours and with levels of social protection infinitely smaller? I say we should leave this to the market, but only up to a certain point. What is the market? It is the law of the jungle, the law of nature. And what is civilisation? It is the struggle against nature."

Edouard Balladur, prime minister of France, Financial Times, December 31 1993.

Mr Balladur's very French perspective on the relation between market and state is wrong. It is wrong, partly because the market is a sophisticated mechanism, whose functioning depends on civilised social restraints. If anything, it is the state that needs to be civilised. In the European Union, treaty articles enshrining principles of competition were the chosen way to contain the destructive proclivities of European nation states. To see what happens when states try to "civilise" the market, look at the common agricultural policy, which has created a trading jungle.

Mr Balladur's view is more wrong. It is also dangerous. The collapse of communism offers a unique opportunity to develop a prosperous and liberal global economy. As the world's largest single trading entity, the EU must play a central role in securing this opportunity. The question is whether it will. If it pays too much attention to the fears voiced by Mr Balladur, it will not.

Historically, the EU's approach to international trade has been a compromise which can best be labelled "managed liberalism". In this, the Union has largely followed the US, combining large reductions in average tariffs with the introduction of non-tariff barriers and reliance on measures of contingent protection, such as anti-dumping.

The special feature of US trade policy is self-righteous pursuit of "fairness". In EU policy, it has been an addiction to discrimination. To trade with the EU on a most-favoured basis is, in fact, to be among its least favoured partners. Fortunately, the damage of discrimination has been limited by EU participation in major international trade negotiations, the most recent being in the Uruguay Round, finalised in Marrakesh today. The agreement with the US to liberalise public procurement announced this week is another example.

That is the past. What of the future? Unhappily, powerful forces may push the post-Maastricht treaty EU in a more protectionist direction. Countries with high taxes and regulatory standards insist they be adopted by poor coun-

tries with which they trade freely.

The latter then demand transfers to compensate them for the costs they are required to bear. But the logic of demanding internal harmonisation entails either the extension of that principle worldwide or, failing that, plain protection.

Liberal trade also multiplies the costs and visibility of policy-induced distortions. In the EU, the most important such distortions lie in the labour market. Unemployment has been rising cycle-by-cycle over two decades. Worse, between 1960 and 1993, employment grew by almost 90 per cent in North America, by well over 40 per cent in Japan and by a mere 10 per cent in the EU. Worse still, while 80 per cent of employment growth in North America over the past two decades has been in the private sector, two-thirds of what little growth there has been in the EU has been

in the public sector. Many of these are not jobs. They are transfers. Growing supplies of labour-intensive manufactures threaten to worsen the EU's employment problem.

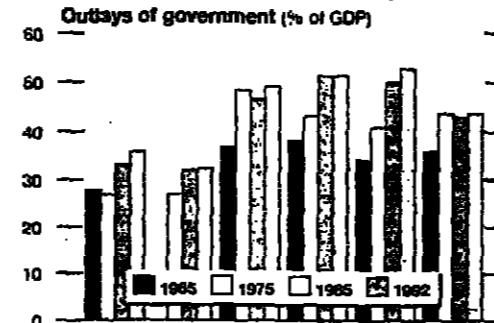
Finally, there is the aim of political integration. The European states are divided by language, culture and historical sympathies. How are they to be united? Historically, mercantilism – the combination of internal free trade with protection at the borders – helped overcome similar barriers in the emerging European nation states. Nothing would be more natural than for a nascent European super-state to enhance integration by underplaying internal differences and emphasising external ones. This could be justified by the need to regain economic sovereignty allegedly lost by individual member states.

How are such pressures to be

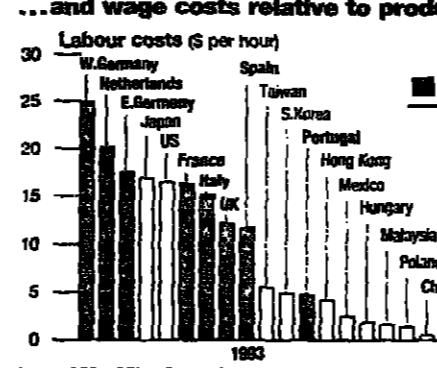
A fortress would be no defence

Europe must choose decentralisation and liberal trade, not harmonisation and protection, argues Martin Wolf

High European public spending ...

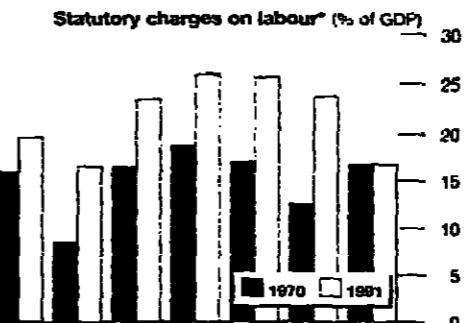


... and wage costs relative to productivity ...

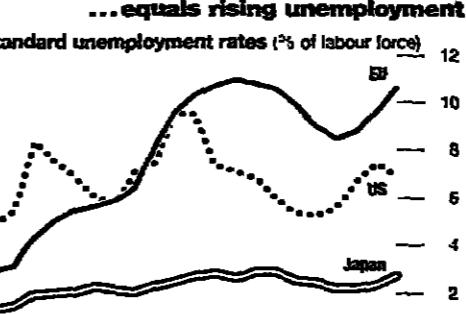


Source: OECD, DFI, McGraw-Hill and Morgan Stanley Research, cited in *The Resistible Appeal of Fortress Europe*

... taxes on labour ...



... equals rising unemployment



related pressures: a desire to contain the forces of policy competition among states; growing pressure from a dynamic world economy on the faltering European one; and the aim of cementing a nascent European political identity.

European states impose relatively high taxes and tight regulations on their economies. The share of public spending in gross domestic product in France or Germany is some 20 percentage points higher than in Japan, for example. Similarly, direct taxation of labour in these two states is some 25 per cent of GDP, against 15 per cent in Japan. High taxes and stiff regulations are threatened by free movement of goods, services and factors of production. This is why regulatory harmonisation was a theme of the Maastricht treaty. Countries with high taxes and regulatory standards insist they be adopted by poor countries with which they trade freely. The latter then demand transfers to compensate them for the costs they are required to bear. But the logic of demanding internal harmonisation entails either the extension of that principle worldwide or, failing that, plain protection.

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How are such pressures to be

resisted? Partly by argument. The starting point must be the costs of protection. Perhaps the most significant is the damage to export performance done by inward-looking liberalisation. Between 1980 and 1991 the value of the EU's internal trade in manufactures rose 167 per cent, but its external exports increased only by 79 per cent, far behind the increases of 129 per cent achieved by the US and 146 per cent by Japan.

It is no less important to understand that harmonisation is not a precondition for liberal trade. Rather, diversity should be welcomed as a potential source of gains. This is partly because competition among different regulatory regimes constrains the state by making the effects of its interventions more transparent. But diversity is also a reflection of differences among countries in their wealth, resources and values.

Even the concern about low-wage labour must be kept in perspective. Trade has had less effect on the earnings of the unskilled than technology. More important, protection is an ultimately self-defeating way of preserving unskilled labour's earnings. Far better would be a mixture of more investment in education with subsidies to – or less taxation of – unskilled labour.

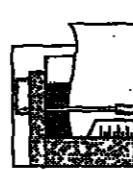
A Europe of harmonisation, of regulation, of centralised political decision-making is likely to become a protectionist Europe. The logic urging harmonisation of labour standards demands their worldwide extension. Policies leading to poor economic performance prompt a demand for protection at the border. Finally, political integration may demand reinforcement of a sense that Europeans are the embattled minority described by Mr Balladur.

The EU is economically valuable because it has forced member states to follow more liberal economic policies. Its large economic size is not itself an important source of gain, as the contrast between the high incomes per head of tiny Singapore or Taiwan with the poverty of China suggests. Size does not justify self-sufficiency. Europe's choices must be decentralisation and liberal trade, not harmonisation and protectionism. On that depends the future of its struggling economy.

On that, too, depend the prospects for harmonious economic development worldwide.

The Resistible Appeal of Fortress Europe, by Martin Wolf, is published jointly today by the Centre for Policy Studies, 52 Rochester Row, London SW1P 1JU, and the American Enterprise Institute for Public Policy Research, 1150 Seventeenth Street, N.W., Washington DC 20036

Breaking the spiral of corruption



PERSONAL VIEW
Transnational bribery in pursuit of arms deals, large construction projects and even consultancy contracts is a growing phenomenon in the global economy. In the UK there has been the furor triggered by allegations about the Pergau Dam affair. Rather less attention, though, was paid in 1993 to the "Foxley" case, in which an official in the Ministry of Defence was found guilty of having accepted £1.5m in bribes (in 1994) from arms companies in Italy, Germany and Norway.

In Europe until the 1990s indirect or direct corruption of officials and politicians in the south was considered a part of the "cultural norm" of the south.

Some companies avoided the phenomenon by insisting on a "no bribes" internal code of conduct; multilateral development institutions chose to believe that the bidding procedures they required elicited countries in the south to use

were foolproof.

Such attitudes are bolstered throughout the European Union by provision for all transnational bribes to be tax deductible when shown as necessary expenditure for the generation of business, and by the legal doctrine of "extra territoriality", by which national citizens cannot be pursued for paying bribes in other countries. Yet, nationally, nearly all EU member states have made bribery (both of public officials and between companies) a criminal activity for most of this century. In contrast, the US passed tough legislation placing transnational bribery on the same criminal footing as domestic bribery in 1977.

This double-think in the EU (and Japan) is no longer tenable. First, the global market regulated by the General Agreement on Tariffs and Trade requires a convergence of ethical and business standards if its "fair trade" assumptions are to be sustained.

Second, the 1993 impeachments of the presidents of Venezuela and Brazil and the political crises of Japan and Italy have shown the

potentially disastrous effect of widespread corruption on political and economic stability.

Third, the growth of multi-party democracies in former one-party states has placed the issue high on the political agenda in many countries of the south and the "east". Finally, the link between corruption and non-development, particularly

in Africa, is no longer contestable.

What can be done? The key, as with drugs trafficking, is to recognise business bribery as an international crime.

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INTERNATIONAL COMPANIES AND FINANCE

Cockerill Sambre decline steepens

By Gillian Tett in Brussels

The crisis in the European steel industry was highlighted again yesterday when Cockerill Sambre, Belgium's largest steel maker, announced a loss of BFr6.5bn (\$1.84m) for 1993. This compares with a loss of BFr1.4bn the previous year and a profit of BFr3.6bn in 1991.

The company, which had previously predicted a loss of between BFr4-BFr5bn, blamed falling prices and sales for its poor results.

Sales in the group, whose core activity is the production of flat rolled products normally used in the motor and con-

struction industry, fell to BFr147.4bn, down from BFr164.7bn the previous year. Meanwhile, financial debt rose to BFr8bn, up from BFr4.6bn in 1992.

Cockerill Sambre insisted that conditions should improve next year - a hope being echoed by most European steel makers who argue that the improvement in the car manufacturing industry could start to boost steel prices as early as the summer.

"The first half of 1994 saw a pick-up in steel industry activity and an improvement in prices. This ought to lead to a notable recovery of earnings by June," the company said.

However, Mr Jean Gandois, chairman of Cockerill Sambre, warned that there would be no dividend for 1993, insisting that he wanted to "reserve all possibilities to distribute a dividend on 1994 earnings".

Coming hard on the heels of the steel industry's dispute with the European Commission over its demands for further capacity cuts, the result seems to raise more questions about government policy towards steel plants like Cockerill Sambre, which is partly owned by the Belgian Walloon government.

Earlier this week the commission formally agreed to recommend that it would delay its

threat to withdraw aid to the industry until November to allow the industry more time to develop restructuring plans.

But the delay is contingent on the European steel companies adhering to a pledge that they will not ask for more state aid.

Commission officials privately admit that the temporary agreement has done little to address the broader problems of the steel sector - or entirely remove the anger generated earlier this year when the Commission fined the sector for alleged cartel rigging, imposing an ECU4m fine on Cockerill Sambre.

Go-ahead for privatisation of Pharmacia

By Christopher Brown-Humes in Stockholm

Pharmacia, the Swedish pharmaceuticals group, yesterday scotched rumours of a possible delay in its privatisation, saying the industry ministry had given the go-ahead for the sale of the state's 46 per cent holding in June.

The move could raise as much as SKr14bn (\$1.8bn), making it Sweden's biggest privatisation. Around half the shares are expected to be offered to foreign institutions.

Mr Jan Ekberg, chief executive, said the mode of privatisation had not been finalised, leaving open the possibility that the state might issue warrants or options to buy shares. The prospectus will be issued on May 21.

Mr Ekberg said the company, one of the world's top 20 drugs groups with 1993 pro-forma sales of SKr27.1bn, would also be seeking a listing in the US.

There had been talk of the sell-off being postponed due to worries about the size of the offer, and unsettled market conditions.

Volvo is Pharmacia's other main shareholder, with a 28 per cent stake. Antonia Sharpe adds: Pharmacia plans to access the syndicated loan market with a \$500m five-year revolving credit facility. J.P. Morgan and Union Bank of Switzerland will act as joint arrangers.

L'Oréal advances to FFr2.5bn

By Alice Rawsthorn in Paris

L'Oréal last year reinforced its position as the world's largest cosmetics company with a 12.5 per cent increase in net profits to FFr2.59bn (\$40m) from FFr2.3bn in 1992.

The group, which owns a range of beauty brands including Lancôme cosmetics, Giorgio Armani fragrances and Ambre Solaire sun products, succeeded in maintaining prof-

its growth despite the sluggish state of the international cosmetics market.

The company described conditions last year as "difficult" and said the market was "still depressed" this year. However, it added that L'Oréal had increased its first-quarter sales by between 5 per cent and 6 per cent.

Consolidated sales rose by 6.8 per cent to FFr40.15bn in 1993 from FFr37.57bn in 1992. Managed sales, including the

contribution from Cosmair, the North American marketing arm which is to be consolidated into L'Oréal's accounts, rose by 9.2 per cent to FFr50.96m from FFr46.61m.

Operating profits increased by 12.9 per cent to FFr1.66bn from FFr1.38bn. Earnings per share rose by 12.5 per cent to FFr44.42 from FFr39.50. The board proposed an increase in the net dividend to FFr9.60 for 1993 from FFr9.60 in 1992.

Three times higher at 14.5%.

Blue Circle is paying an unchanged final dividend of 7.5p maintaining a total of 11.25p.

UK profits rose from £53.8m to £59.1m. US profits more than doubled from £2.6m to £3.6m and continental European profits rose from £28.5m to £33.5m.

Lex, Page 18

Blue Circle pre-tax surges 76%

By Andrew Taylor, Construction Correspondent

Pre-tax profits last year rose from £93.8m to £165.6m (£241.8m). If exceptional items are excluded, operating profits rose 37 per cent to £165.6m.

A reduced tax charge of 31.4 per cent, against 56 per cent after large ACT write-offs, left earnings per share more than

three times higher at 14.5%.

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Lex, Page 18

Leeds B/S looks at securitisation

By Antonia Sharpe and Alison Smith in London

Leeds Permanent Building Society, the UK's fifth largest, is close to becoming the first society to fund its mortgage lending business through securitisation, a technique in wide use in the US.

Securitisation allows banks

to take loans off their balance sheets, removing the risk of default and freeing up capital.

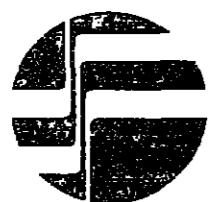
The assets are placed in a special-purpose vehicle which then raises money by selling the debt securities to investors. Interest on the securities is funded by loan repayments.

In the past year, Barclays Bank and National Westminster

Bank have securitised mortgages and personal loans.

Leeds has spent two years setting up a system to securitise its mortgages. It plans to test the system by using a pool of its mortgages as collateral to raise up to £100m from a small group of banks rather through selling securities in the public market.

Lex, Page 18



JF Asia Select Limited
(Incorporated in the Cayman Islands)

ANNUAL RESULTS TO 31ST DECEMBER 1993

• Net Assets as at 31/12/93	US\$177.9m
• Performance in US\$ over 12 months to 31st December 1993	
• NAV Per Share	+ 64.8%
• Ordinary Share Price	+ 77.8%

**Extracts From
Investment Manager's Report**

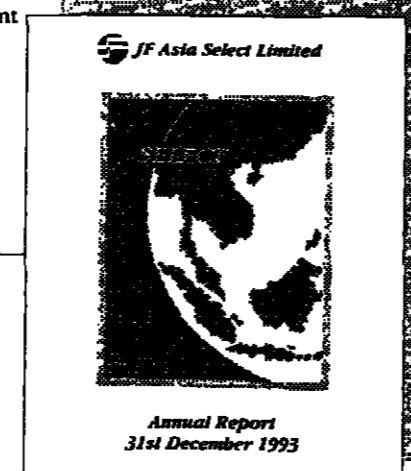
* The year 1993 proved to be an outstanding one for Asian equity markets and South East Asian markets in particular.

The Company mainly invests in smaller capitalised stocks in the region. Its Hong Kong holdings performed well in 1993 despite investor focus on blue chip issues which left many smaller stocks trading at a discount to the Hang Seng Index. Elsewhere in North Asia, the Company maintained its weightings in Korea as strong evidence is now emerging of a recovery in margins as overseas demand picks up, interest rates have fallen and labour costs stabilise. The Company is confident that Korean exporters will benefit significantly in 1994 from the erosion in Japanese competitiveness caused by the appreciation of the yen.

The performance of Asian equity markets in 1994 is likely to be more in line with earnings growth, rather than liquidity driven as in 1993. Nevertheless, we believe that values should continue to rise reflecting the buoyant economic background.

Jardine Fleming Investment Management Limited
14th March 1994

For a copy of the Annual Report please contact either
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One Connaught Place, Hong Kong,
Alfred J. Haynes, Tel (852) 526 5849 or
Plenary Investment Trust Management Ltd (Member of DMRO),
25 Churchill Avenue, London EC2R 7TH,
Tel (0171) 638 5958 Fax (0171) 296 0617



Forte holds payout as earnings show fall

By Michael Skapinker, Leisure Industries Correspondent

Forte, the hotel and restaurant group, yesterday announced full-year pre-tax profits of £121m (£178m), compared with £164m, and said it had seen little improvement in the economy in which it operated. Mr Eocco Forte, chairman, said UK consumer spending was still fragile but the group was now seeing an increase in business from corporate customers.

Total sales for the year to January 31 were £2.12bn, compared with £2.7bn. Sales from continuing operations were up 11 per cent to £1.5bn.

The final dividend of 4.75p results in a total of 7.5p, unchanged from last year when the payout was cut for the first time in two decades.

The dividend was covered 0.9 times by earnings per share of 6.5p before exceptional items. Earnings after exceptional items were 10.2p.

There was an exceptional gain of £3m. The group made an exceptional profit of £12m from the flotation last January of 75 per cent of Alpha Airports Group and the sale of its 50 per cent stake in Kentucky Fried Chicken. There was an exceptional charge of £28m following a downward revaluation of properties and fixed assets. A further £22m was offset against the revaluation reserve, bringing total downward revaluations to £412m.

Forte said it normally revalues its properties by rotation every three years. Under procedures introduced last year, it supplemented this with a further review of all its property values. As a result of this year's revaluation, its property and fixed assets were now valued at £3.4bn.

Pre-tax profits before exceptional items were up 23 per cent to £27m. Proceeds of the Alpha sale, received shortly after the year-end, reduced net borrowings to £1.05bn. Gearing was 43 per cent.

While occupancies rose at Forte's UK hotels, rates were to receive a slight competitive edge.

All six divisions increased

Audi reverses into red but sees break-even this year

By Michael Lindemann in Bonn

Audi, the quality car division of Volkswagen, yesterday reported a 1993 loss of DM85m (£32m) against a DM172m profit the previous year.

However, orders in the first quarter were up 23 per cent on the year before, bolstering hopes that the company would break even again this year.

Mr Herbert Demel, who was appointed chief executive in February, said the company hoped to raise its position in the market with a range of new models, including the A6, the A8 and the RS2, which will be co-produced with

sports car maker Porsche.

"We have very nearly overcome the trough of the current recession," Mr Demel said. "Only technological quantum leaps will ensure lasting competitive advantages."

The Audi workforce agreed in March to work 10 per cent fewer hours, saving a further 3,000 jobs which were due to go, the company said.

In the year ending March 31, the workforce at the company's two plants in southern Germany had fallen 10.5 per cent on last year, the company said.

Audi said part of its losses was caused by "our commitment to shedding jobs in a

socially acceptable manner".

Production in 1993 fell 30.7 per cent to 340,956 cars while deliveries to customers worldwide dropped 25.1 per cent to 354,158 units. The UK was the only exception in a still depressed car market, the company said.

Production in the first quarter of 1994 rose 6 per cent to 80,473 units but orders for the German market, where Audi's share dropped from 5.7 to 5.3 per cent last year, were still down on last year, the company said.

Audi also plans to launch a new small car, the Audi-A, in 1996.

Kemira seeks to raise FM2bn

By Christopher Brown-Humes

Kemira, the Finnish chemicals group, yesterday disclosed plans to raise up to FM2bn (£626m) through an initial public offering, further quickening the pace of the government's privatisation programme.

Shares in the fully state-owned group will be offered to international and domestic institutions and the Finnish public, leaving as much as one-third of the company in private hands.

Proceeds will be used to reduce the group's FM8bn debt. The company will also gain a stock market listing.

The offering would be the biggest yet in the government's programme to widen

ownership of state companies.

Two other big Finnish industrial groups, Rautaruukki and Valmet, are also planning large international share issues as part of the process.

Kemira aims to launch its offer in the autumn, subject to financial performance and market conditions. It has been encouraged to make the move after returning to the black with a FM30m pre-tax profit last year, compared with a FM338m.

Mr Heimo Karinen, chief executive, said: "Competitiveness is now good within the entire group. I am confident that Kemira has sustainable competitive advantages in its chosen markets."

The company achieved 1993

net sales of FM11.2bn, up 6 per cent on 1992 despite generally difficult trading conditions.

Operations include pigments, paints, crop nutrients and specialty chemicals for water treatment and pulp and paper production. The group is the world's fifth-largest producer of titanium dioxide and number one in Europe in water treatment chemicals.

Kemira Agro was the only group division to make a loss last year, after being hit by overcapacity and low prices in the European market.

Kemira's share capital at the end of last year was FM373m. This can be raised by a maximum nominal value of FM400m over the next 12 months.

Strong interim progress by Perstop

By Christopher Brown-Humes

Perstop, the Swedish specialty chemicals and plastics group, reported strong progress in the six months to February 1994, lifting profits after financial items to SKr270m (£34.07m) from SKr114m in the same period a year ago.

The group said rationalisation, greater penetration of new markets, and the weakening krona had helped to compensate for poor market conditions in Europe.

All six divisions increased

sales, lifting total group turnover by 24 per cent to DKr4.00 from DKr3.50 per share after increasing net profits last year to DKr1.21bn (£180m) from DKr465m in 1992, writes Hilary Barnes in Copenhagen.

Pre-tax profits increased to DKr2.04bn from DKr1.21bn and turnover was up to DKr9.87bn from DKr7.7bn.

The increase in the group's earnings reflects Rentokil's acquisition of Securicard, the UK security company, and Berndsen's acquisition of Lucas Fluid Power, the hydraulics group.

Pre-tax profits increased to DKr2.04bn from DKr1.21bn and turnover was up to DKr9.87bn from DKr7.7bn.

INTERNATIONAL COMPANIES AND FINANCE

JP Morgan starts year with 20% fall in income

By Martin Dickson

in New York

J.P. Morgan, the New York banking group, yesterday reported a 20 per cent fall in first-quarter net income, due mainly to a sharp drop in revenues from trading in global financial markets, which turned sour two months ago.

The bank reported net income of \$345m, or \$1.69 a share, compared with \$432m, or \$2.16, in the same period of last year, excluding the effect of an accounting change.

The figures were broadly in line with Wall Street expectations of earnings of \$1.70 a share.

Revenues totalled \$1.29bn, compared with \$1.48bn, with net interest revenue dipping to \$397m from \$422m. Excluding receipts from Latin American

companies restructuring their debt, net interest revenue was up 5 per cent, which the bank said reflected improved results from its European and Asian asset and liability management activities.

Credit-related fees were up 4 per cent at \$36m, investment management fees rose 12 per cent to \$127m, and operational services saw a 24 per cent increase in revenues to \$1.14m, due to increased custody, clearance and brokerage fees. Net investment securities gains totalled \$3m, down from \$25m.

Other revenues totalled \$15m, up from \$85m, and included net gains of \$97m on sales from the bank's equity portfolio and \$41m of hedging losses from the management of non-trading foreign currency exposures.

Group operating expenses rose 5 per cent to \$852m.

Crédit Lyonnais confident on capital adequacy ratio

By John Gapper in London and Alice Rawsthorn in Paris

Crédit Lyonnais, the troubled state-owned French bank, should achieve a capital adequacy ratio comfortably in excess of the minimum international standards before it is privatised, Mr Jean Peyrelade, president, said yesterday.

Mr Peyrelade, speaking to analysts in London, said he believed Crédit Lyonnais would raise its current tier 1 ratio of core capital to risk-weighted assets to about 6 per cent, compared with the current figure of 4.4 per cent.

He said he hoped the bank would be able to negotiate share swaps with the government to reduce equity holdings, such as its 20 per cent stake in Usinor-Sacilor, the steel maker.

Mr Peyrelade said he believed the bank should have stakes of no more than between 5 and 10 per cent in companies to improve the spread of its portfolio, and to give it greater liquidity and

flexibility in selling equity.

He said he would accept a price of \$2.5bn for MGM, the Hollywood studio owned by the bank, if such an offer was made "today". However, the price could rise by spring 1995, which was when he expected to be selling MGM.

Mr Peyrelade said the bank should achieve a 6 per cent tier 1 ratio - above the 4 per cent minimum in the Basle accord, but increasingly viewed as a comfort level by ratings agencies - by raising fresh capital and constraining asset growth.

The government is participating in FF44.5m (\$7.5bn) rescue of Crédit Lyonnais, after the bank reported a FF4.9m net loss for 1993. Mr Peyrelade was appointed five months ago to succeed Mr Jean-Yves Haberer at the head of the bank.

As part of the rescue, the government and other public sector shareholders will subscribe to the rights issue next month.

The bank hopes to follow

Rubbermaid growth evaporates

By Richard Tomkins

Rubbermaid, the US household goods group named "America's most admired company" by *Forbes* magazine at the beginning of the year, yesterday reported a sharp downturn in first-quarter profits growth.

Net income rose by barely 2

per cent from \$49.6m in the comparable period to \$50.6m.

Turnover was up 2 per cent to \$481.6m and earnings per share rose from 31 cents to 32 cents.

The company had earlier established a reputation for turning in big increases in earnings from year to year. In the 10 years to 1992, earnings growth averaged 18 per cent a year.

Mr Wolfgang Schmitt, chairman and chief executive, said the first quarter's figures reflected particularly soft sales in January and February because of unusually harsh weather conditions across the US. Bad weather also caused temporary plant closures, so

reducing plant efficiency.

In addition, Mr Schmitt said retailers' efforts to cut stocks in the quarter held back the company's turnover growth even though store sales of Rubbermaid's products were up.

"March orders, however,

have shown substantial improvement, and that improvement is continuing into April," Mr Schmitt said.

"As a result, we look for more favourable second-quarter sales and earnings comparisons."

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Restated results show losses at Woolworth

By Richard Tomkins

in New York

Woolworth, the US-based retailer, has restated its financial results for all four quarters of the year ending January 29 1994, and confirmed that profits reported for the first two quarters had been illusory.

Last year, Woolworth reported it had scraped into profit of \$1m for the first and second quarters respectively.

Woolworth said it was not yet ready to explain the errors.

A special committee of the board of directors was investigating the events that had made the restatement necessary, it said.

However, the fact that the first two quarters' profits have turned into losses is likely to reconfirm suspicions that costs which should properly have been taken in the first two quarters were deferred until later in the year, in a misguided attempt to keep the company out of the red.

Woolworth had warned at the end of last month that its quarterly figures would have to be restated. A few days later, it announced that Mr William Lavin, chairman and chief executive, and Mr Charles Young, chief financial officer, were temporarily stepping aside while an investigation was carried out.

The bank's unions plan to stage a day of action today against Mr Peyrelade's plans to accelerate the group's return to profit through cost-cutting. The chairman last month unveiled proposals to shed 3,800 jobs over three years.

Mr Peyrelade said yesterday he expected Credit Lyonnais' staff to accept the proposed cuts. The bank's four unions plan to mount a demonstration against the plan today.

The bank hopes to follow

IBM to produce Intel chip clones

By Louise Kohoo

in San Francisco

International Business Machines has reached an agreement to manufacture clones of Intel's microprocessors designed by Cyrix, a Texas semiconductor company. The deal poses a challenge to Intel's domination of the chip market.

IBM will manufacture

Cyrix's equivalent of Intel's 486 and Pentium microprocessors, which are used in the latest personal computer models.

As well as supplying these chips to Cyrix, under the five-year agreement IBM also has the right to sell about half of the chips it makes either to its

own PC operations or to outside customers.

"IBM is committed to becoming a major supplier of semiconductor products," said Mr Michael Attardo, senior vice-president and general manager of IBM's microelectronics division.

IBM's semiconductor sales were about \$700m last year, up from just \$55m a few years ago.

IBM's personal computer business is Intel's largest customer. All of IBM's personal computer products contain microprocessors designed by Intel and either purchased from Intel or manufactured by IBM itself under a long-standing arrangement with Intel.

The arrangement with Cyrix will "clearly give the IBM PC company an alternative choice", said Mr Attardo.

Intel holds at least an 80 per cent share of the market for PC microprocessors, according to market analysts, while Cyrix has a market share of less than 3 per cent. The agreement with IBM will, however, expand Cyrix's opportunity to participate in the market, said Mr Jerry Rogers, president and chief executive of Cyrix.

IBM and Intel have been technology partners since the introduction of the first IBM PC 12 years ago. IBM's agreement with Cyrix is expected to strain this relationship.

AEG plans further reshape as deficit reaches DM1.2bn

By Michael Lindemann in Bonn

AEG, the electrical engineering

division of Daimler-Benz,

reported 1993 net losses of

DM1.2bn (\$700m), against a

profit of DM1.0bn in 1992,

and Mr Georg Stöckl, the chief

executive, predicted that the

company would not break even

until 1995.

Turnover fell by 3 per cent to DM11bn and operating losses totalled DM500m, compared with DM200m last year.

The company said it had set aside a further DM600m for more restructuring and is to spend about DM150m on an additional 7,000 redundancies. The workforce fell by 3 per cent to 58,921 last year.

AEG said it was about to complete the sale of its household appliance division, which

employs 9,000 people, to Electrolux, the Swedish group. The European Union is expected to rule this year on whether the sale meets competition requirements, the company said.

The Frankfurt-based company is to be further integrated into Daimler-Benz, Germany's largest industrial concern. It will take over the diesel engine operations of the Motoren-und Turbinen-Union, another Daimler subsidiary, and will be

high-speed InterCityExpress II.

None of the company's five divisions made a profit last year. The microelectronics, railway technology and automation divisions suffered the heaviest losses. The company said it hoped to merge its auto electronics unit with another manufacturer.

AEG said it was about to complete the sale of its household appliance division, which

Lyonnaise des Eaux doubles net result

By John Riddings in Paris

Lyonnaise des Eaux-Dumez,

the French utilities, construction

and communications group,

yesterday confirmed it

more than doubled net profits,

to FF804m (\$137.4m), in 1993

and expressed optimism about

prospects for the current year.

Mr Jérôme Monod, chairman, said the worst of the economic recession was over, and outlined "considerable opportunities" in the public works and administrative expenses.

In France, and in the European Union, infrastructure programmes, including motorways, high speed trains and airports, will soon be

launched, he said.

Mr Monod said the group's construction activities would be reinforced through the merger between its Dumez and GTM-Entrepose subsidiaries.

The group is proposing a dividend of FF16.50 for last year, compared with FF15 in 1992.

At present, US institutions

Spain to float part of Endesa holding

By Tom Burns in Madrid

Grupo Teneo, the Spanish state

holding group, is to place

up to 10 per cent of its

equity in the profitable Endesa

electrical utility on the

market next month, in an international public offering

expected to raise Pta180bn (\$1.3bn).

The offering, which will

reduce Teneo's shareholding in Endesa to around 65 per cent,

will be weighted towards Spanish institutions and especially towards retail investors. It will, however, include tranches for the US, Europe and the rest of the world.

Mr Javier Salas, Teneo's chairman, said the income from the share disposal would be directed towards consolidating the public holding.

The income is particularly

needed by Iberia, the national airline, whose losses last year were chiefly responsible for a sharp fall to Pta16.8bn from Pta21bn in Teneo's net earnings.

Endesa, which raised its net

profit last year by 9.8 per cent to Pta16.8bn, is the dominant player in the highly-regulated domestic electricity market.

Together with its affiliated

companies, it produces more than half of Spain's electric power and distributes around

40 per cent of the country's electricity.

Income from the company's

offices products segment

improved slightly in the quarter,

but income from its building

products division declined

sharply to \$35.0m, from \$62.4m

a year ago.

Constricted logging in the US north-west raised materials costs, while winter storms muted construction across

much of the US.

Rising costs put Boise Cascade deeper in red

By Laurie Morse in Chicago

Boise Cascade, the Idaho-based paper manufacturer and forest

products processor, blamed severe winter weather and higher costs incurred through operating difficulties at some plants for deeper losses in the first quarter. An expected rise in paper prices failed to materialise.

The net loss for the quarter of \$37.6m, or \$1.35 a share, compared with a deficit of \$12.1m, or 56 cents, a year earlier.

The first-quarter loss was also larger than the \$23.7m, or 98 cents, deficit Boise reported in the fourth quarter of last year.

First-quarter sales rose to \$1bn from \$824m a year ago.

Losses in the company's largest business segment,

INTERNATIONAL CAPITAL MARKETS

Bundesbank move sparks bout of volatile trading

By Sara Webb in London and Frank McGuire in New York

The Bundesbank cut its key interest rates by 25 basis points yesterday, taking the European government bond markets completely by surprise and sparking a bout of volatile trading in the bond market.

Despite the unexpected good news, some of the European bond markets ended lower as other factors, such as worries about US inflation and the shooting down of US helicopters over Iraq, gave the market an excuse to trade lower.

The Bundesbank cut the discount rate to 5.00 per cent and the Lombard rate to 6.50 per cent. The moves triggered cuts by other European central banks – in Denmark, Switzerland, Austria, the Netherlands

and Belgium – and led to expectations of easings in Italy and France.

At a press conference yesterday, Mr Hans Tietmeyer, the Bundesbank's president, stressed that money supply M3 remained the main target for the German central bank. He said he expected west German inflation to fall below 2 per cent in the second half of 1994, adding that the Bundesbank could not risk triggering inflationary expectations by cutting interest rates too quickly.

Mr Theo Waigel, the German finance minister, said the interest rate cuts from the Bundesbank would support government efforts to spur economic growth.

The bond market had a choppy day despite the good news. The bond contract opened at \$6.80 and traded up

to 96.97 ahead of the rate cuts. Having drifted down, the futures contract bounced on the rate news and then fell again, touching a low of 96.45. The contract picked up later in the day to close little changed at 96.83.

GOVERNMENT BONDS

Analysts expressed surprise at the bond market's rocky reaction to the good news.

"The fact the markets fell after the news shows we are still in a bear market, when 25 basis points off both rates is still not enough to get a rally," said Ms Marie Owens Thomsen, international strategist at Midland Global Markets.

■ UK gilts drifted lower in the

morning, then picked up and closed slightly higher on the day, taking their cue from the Bundesbank.

The market will be focusing on today's inflation data for March, as well as on the possibility of a gilt auction announcement.

■ Disappointing inflation figures triggered a fall in Spanish government bond prices yesterday morning, but the market later recovered and closed up on the day helped by the Bundesbank's rate cuts. The Consumer Price Index was up 0.3 per cent in March from February, leaving the year-to-year rate unchanged at 5.0 per cent.

■ US Treasury bond prices eased yesterday morning as the market cautiously awaited today's release of two important economic reports.

■ Japanese government bond futures rallied in the London trading session as the yen strengthened against the US dollar. The move prompted the Bundesbank to intervene, selling yen and buying dollars.

In Tokyo trading, the market had a relatively uneventful day, opening on a strong note with the June futures contract at 111.79, and drifting lower to 111.44 in the course of the day.

Marked pick-up in issuance

By Conner Middelmann

The Eurobond market saw a marked pick-up in issuance in a range of currencies as sentiment was lifted by the Bundesbank's latest monetary easing.

The Council of Europe launched its long-awaited Ecu300m of 10-year bonds, which are due to be priced today to yield between three and five basis points over the 6 per cent 10-year Ecu OAT.

According to the lead manager, Swiss Bank Corporation, the deal is targeted mainly at institutional investors, which have shown good demand for 10-year Ecu paper.

In the dollar sector, the City of Prague launched its long-planned \$250m of 7% per cent five-year bonds at a 10 basis point spread over Treasuries. According to an official at lead manager Nomura International, the bonds closed at 99.55 bid, below their 99.60 re-offer price, but the spread remained

steady at 120 basis points.

While some traders said they saw little demand for the triple-B-minus rated bonds and felt they were tightly priced, others reported interest from institutional investors seeking high-yielding paper with potential for credit improvement.

Two dollar floaters also emerged: \$500m of five-year notes for the Province of Nova Scotia.

Scotia, paying a coupon of 0.1875 points above three-month Libor, and \$250m of three-year notes for Mexico's Banco Nacional de Comercio Exterior (Bancomext), paying three-month Libor plus 0.75 points. The latter met strong demand from selected east Asian accounts, according to lead manager JP Morgan.

While Nova Scotia's bonds were deemed appropriately

priced, traders felt they would be slow to place due to the large size of the issue.

However, lead manager UBS, which took \$380m of the deal itself, said it felt a smaller issue might have put the deal's liquidity into question.

The budding drachma sector saw another two new deals: Dr10bn of 15% per cent Marathon bonds for the European Bank for Reconstruction and Development, and Dr10bn of 15% per cent Eurobonds for Abbey National Treasury Services. Heavy recent supply has some traders grumbling that the sector is fast becoming saturated.

Supranational Marathon bonds are exempt from Greek withholding tax to resident and non-resident investors while Eurodrachma non-supranational bonds are tax-free only for foreigners. Because of this, as well as credit considerations, they pay a significant yield premium over their

supranational counterparts.

"European investors feel safer with Marathon bonds," said one trader. "If the Greek market sours, there will be a backstop bid for these bonds from Greek investors because they're tax-free," he said. The

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COMPANY NEWS: UK

Export growth behind 80% rise at Lamont

By Simon Davies

Lamont Holdings, the Northern Ireland-based textiles group, reported a surge in 1993 profits, reflecting strong export growth and a substantial contribution from Alexander Drew, its fabric printing subsidiary.

After two years of decline, pre-tax profits amounted to £11.4m, up 8% per cent on the previous £6.31m. The shares firms 9p to 43p.

Turnover increased by 18 per cent to £136.1m, with export sales to the Americas and east Asia almost doubled to £17m following the setting up of sales offices in New York and Hong Kong.

Lamont's performance continued to be hampered by losses from its core Shaw carpets business. However, all other group operations experienced growth and, overall, the carpet divisions contributed operating profit of £1.3m, against a small loss in 1992.

Sir Desmond Lorimer, chairman, said profit margins in the carpet division remained weak because of "overcapacity in the industry". This was more than compensated for by the

fabrics division, and operating profit margins (excluding discontinued businesses) rose from 6.7 per cent to 9.3 per cent.

Shaw was also affected by a recent capital expenditure programme and an unsuccessful push up market. Sir Desmond said in spite of difficult trading conditions, it was expected to return to profitability in 1994.

The fabric manufacturing and printing business remained the main contributor, with operating profits of £16.8m. Alexander Drew, which was acquired in April 1992, will be strengthened by the merger with Cunningham Johnson, the recently acquired fabric printer which is on a nearby site.

The results were hit by the elimination of £317,000 of goodwill on the sale of the computer division, partly offset by a £394,000 profit from a property disposal.

At the year end, net borrowings stood at £10m, marginally down from 1992, and gearing fell to 23 per cent.

A final dividend of 9p makes a total of 12.5p (12p, payable from earnings ahead by 59 per cent to 25.57p (16.08p) per share.

Recovery seen as Beauford cuts loss

Losses at Beauford, the engineering and ceramics group which completed a refinancing package earlier this year, were cut from £26.4m to £7.43m pre-tax for 1993.

Turnover of continuing operations slipped from £28.6m to £27.5m and losses per share worked through at 9p (32p).

The 1992 deficit included a £1.95m provision for goodwill in continuing operations.

Sir Trevor Holdsworth, chairman, said trading conditions remained difficult in the second half, but added that there was evidence of a recover-

ery in the last two months which led to a "significant" increase in order intake.

Although that was too late to affect the 1993 results, the trading improvement had spilled over into the current year.

Most parts of the group were now operating profitably and further improvement was looked for during the year.

Refinancing included a restructuring of bank debt and the raising of new money via a placing and rights issue. The directors believed the group would have ceased trading without the package.

Scudder enters UK with £50m trust launch

By Bethan Hutton

Scudder Stevens Clark, the US fund management group, is raising its profile in the UK by aiming to raise about £250m by the end of the month through a new Latin American investment trust.

Scudder Latin America Investment Trust will be the group's first venture into the UK investment trust sector, but Latin America is more familiar territory: \$2.5bn of the group's \$90bn (£62bn) funds under management is in Latin American debt and equities. It has been investing in Mexico since 1979, and has eight specialist Latin American funds, run by a team of 12 based in Boston.

Scudder's activities in London have up to now been limited to a small number of insurance funds. As the name is not yet widely known to the British public, the trust is being launched by means of an institutional placing, and possibly small intermediaries offer, rather than a full public offer.

Scudder said it was confident of attracting sufficient interest in the fund, although it will be the fourth investment trust focusing on Latin America to be launched in the UK this year. The first two, from Morgan Grenfell and Edinburgh Fund Managers, raised less than their initial targets, at £64m and £39m respectively. The offer for Templeton's version has not yet closed, but it raised £37.5m from a placing.

● Beta Global, the emerging markets investment trust, is seeking up to £23.8m of net new equity, through a placing and open offer of up to 30m conversion shares at 100p.

Institutions have already indicated interest in 24.5m C-shares; a minimum of 3m C-shares have been reserved for the open offer, which is restricted to existing share and warrant holders, and closes on May 6. Warrants will be issued on a 1-for-5.13 basis after conversion of the C-shares into ordinary shares. This should be effected by October 31 at the latest.

Passions run high over sugar cane bid

Nikki Tait on Tate & Lyle's attempt to buy two Australian mills

An outward air of normality surrounds the Tully and South Johnstone sugar mills, set in neighbouring villages on northern Queensland's lush, coastal plain.

Their vast crushing plants are undergoing the seasonal overhaul. In surrounding fields, a healthy cane crop promises bumper business when harvesting begins on June 14.

However, stickers plastered across the mill buildings tell a different story. "Crush the Tate & Lyle bid", they demand.

Inside, managers are lobbying local shareholders who hold the key to the British sweetener group's offers, worth A\$121m (£58m) in total, by phone.

One local resident, Ms Jessica Hitching, has even mobilised a "women's defence committee". "We're told to buy Australian," she complains, "but the mills won't be Australian anymore... they'll be English".

The bid battle for the Queensland mills is the most public move Tate has made since acquiring its Australian subsidiary, Bundaberg Sugar, in 1991 - and it is proving neither easy nor speedy to complete.

Only today, six months after the opening salvos were fired, will the tussle reach a crucial stage. Shareholders in the South Johnstone mill are due to vote on a proposal to lift a restriction which bars anyone from holding more than 3.2 per cent of the mill's shares. Only if they agree, and by a 75 per cent majority, can the Tate offer proceed.

In this tightly-knit community, where many of the shareholders are direct descendants of the Italian and Maltese immigrants who established the first farms, passions run high and no one will admit defeat. "I'm smiling," says Mr Fred Lizzio, chairman of the South Johnstone mill. "We're confident," retorts Mr Rod Young, Bundaberg's company secretary.

The one point on which both sides agree is that the deal would make sense for Tate. Via Bundaberg, it already owns mills at Babinda and Mourilyan, directly to the north,

and synergies could flow. Sugar prices have also improved, and both Tully and South Johnstone have been investing in their plants. Profits from both mills rose strongly last year and are forecast to do better still.

Moreover, Tully and South Johnstone have better potential for expanding their catchment areas, and increasing throughput, than Bundaberg's existing mills. In Queensland, cane can only be grown on acreage assigned for this purpose, but Tully, in particular, has earmarked various tranches of nearby land from which it thinks additional tonnage could be sourced in the future.

The problem for Tate is that the mills' shares are owned largely by local cane growers, whose livelihoods are directly affected by the way in which the mills are run. While the bidder claims that its cash offer represents a "unique" opportunity to realise a good price for the mills' unlisted stock, at least some of the growers have broader concerns.

"What the mill does affects my business - and at present, it's run as a farmers' mill," says one South Johnstone shareholder. Asked to elaborate, growers who oppose the bids present a list of worries. The first is maintenance. Growers cut and deliver cane to their respective mills under a highly-organised system, which aims to ensure that everyone gets fair treatment. But if mechanical failures interrupt the crushing process, cane which has been burnt quickly becomes perishable.

Some farmers point to last year's breakdowns at the Babinda mill, and worry that Tate - with more interest in mill profits than cane growers' income - might prune maintenance expenditure.

Tate, not surprisingly, denies this. "Babinda was an old mill when we bought it," says Mr Young, adding that money has been spent on it subsequently, and denying any maintenance cuts.

Next, there is the question of maintaining the cane railway - a network of tracks which allow farmers to bring the crop to the mill. Might Tate be less inclined to replace track to outlying areas? Then there is the question of what price the "cane-dirt" - extracted in the crushing process and returned to farmers for use as fertiliser - might be sold by Tate. And so on.

Such uncertainties, more-

over, come at a delicate time for Australia's sugar industry. Historically, this has been largely regulated, with the state government buying up mill profits that cane growers income - might prune maintenance expenditure.

Tate, not surprisingly, denies this. "Babinda was an old mill when we bought it," says Mr Young, adding that money has been spent on it subsequently, and denying any maintenance cuts.

As Mr Lizzio puts it: "Deregulation is rather frightening if you've only got one buyer".

But the mill boards have a

problem, too. Not all shareholders are either growers, or growers who expect to be in the business for the long-haul. While the mills claim that the bid prices are inadequate, these do represent a substantial advance on the levels at which shares had been changing hands prior to Tate's arrival. South Johnstone, for example, traded at about A\$3.44, while Tate's final offer has been pitched at A\$4.14.

In short, the potential obstacles which surround the flotation idea are considerable and it is by no means guaranteed that shareholders would have a ready market for their shares in the near future.

The mills' answer is to merge and then list on the stock exchange - thereby accommodating those shareholders who would like to cash in all or part of their holdings. At present, however, no firm plan is on the table, although Mr Rino Cargnello, who chairs the Tully board, says proposals should be presented "within the next month or two".

Tate, however, says it will wait until today's vote before deciding what to do next. "Our assessment will be governed by today's result," says Mr Young.

MGM ASSURANCE
Notice of meeting of Marine and General Mutual Life Assurance Society.
Notice is hereby given to the Members that the 12th Annual General Meeting of the Society will be held at MGM House, Hesse Road, Worthing, West Sussex on Wednesday 25 May 1994, at 12.30 p.m. for the following purposes:

1. To receive the Directors' Report and Financial Statements for the year ended 31 December 1993.
2. To consider the election of directors.
3. To reappoint KPMG Peat Marwick as auditors of the Society and to authorise the directors to fix their remuneration.
4. To transact any other business.

By Order of the Board
J. Sutton, Secretary
6 April 1994.

Each member may attend and vote in person or by proxy at meetings of the Society. A proxy need not be a member of the Society.

NOTICE OF INTEREST RATE
To the Holders of
Banco Central do Brasil
New Money Bonds
Due in 1999

In accordance with the provisions of the Bonds, notice is hereby given that the above Bonds will bear interest for 185 days at interest Period from April 15, 1994 to October 17, 1994, at a rate per annum of 5.1875, as calculated in accordance with the terms of the above Bonds.

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For the period
15th April, 1994 to 17th October, 1994

In accordance with the provisions of the Notes, notice is hereby given that the rate of interest has been fixed at 5.125 per cent. per annum, and that the interest payable on the relevant interest payment date, 17th October, 1994 against Coupon No. 14 will be U.S. \$1,152.24 per U.S. \$50,000 Note.

The Industrial Bank of Japan, Limited
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A JOINT STOCK COMPANY - FORMERLY A BANK OF NATIONAL INTEREST
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CAPITAL 1,000,000,000 LIRE - 2 - BRANCH OFFICE: ROME, VIA DEL BABUINO, 100
Regulated by the Central Bank of the Italian Republic, Reg. No. 22 and by the Banca Nazionale del Lavoro, Reg. No. 22

CALLING OF THE ANNUAL GENERAL SHAREHOLDERS MEETING

The shareholders of Credito Italiano are informed that, on the basis of the number of requests for entrance tickets to the Annual General Shareholders' Meeting received to date, the legal quorum may not be reached during the first calling to ensure its validity therefore most probably making it necessary to convene a second meeting on

Saturday, April 16, 1994 at 3.30 p.m.
in Genoa at the "Centro Congressi - Expo - Porto Antico
Piazza Cavour Varco Mandracchio".

Milan, April 12, 1994

These securities have been registered under the Securities Act of 1933 and may not be offered or sold in the United States or to U.S. persons absent registrants or as applicable exemption from the registration requirements. These securities have been previously sold.

\$8,600,000

U.S. ELECTRICAR, INC.

3,000,000 Shares Unregistered Common Stock

We advised the Company and privately placed securities with qualified European institutional buyers pursuant to Regulation S under the Securities Act of 1933.

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HIRSCH & CIE

April 7, 1994

This advertisement is issued in compliance with the requirements of The International Stock Exchange of the United Kingdom and the Republic of Ireland Limited (the "London Stock Exchange"). It does not constitute an invitation to the public to subscribe for, or purchase, any securities in Beta Global Emerging Markets Trust plc to be admitted to the Official List. Each Unit comprises four New Ordinary Shares and three Warrants to subscribe ordinary shares in Beta Global Emerging Markets Group plc. It is expected that admission of the Units, the New Ordinary Shares and the Warrants will become effective today, 15th April 1994, and that dealings in the Units, nil paid, will begin today, 15th April 1994.

Copies of a circular dated 29th March 1994 constituting Listing Particulars relating to the Rights Issue of the Units may be obtained during normal business hours on any weekday (Saturdays and public holidays excepted), up to and including 18th April 1994, from the Company Announcements Office of the London Stock Exchange, Capel Court Entrance, off Bartholomew Lane, London EC2N 1HP (by collection only), and up to and including 28th April 1994 from:

British Bio-technology Group plc
Kleinwort Benson Ltd
Group plc
Watlington Road
Cowley
Oxford
OX4 5LY

Date 15th April 1994.

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Details of the Placing and Open Offer are given in the document dated 14th April, 1994 which has been approved by the London Stock Exchange as listing particulars relating to Beta Global Emerging Markets Investment Trust plc (the "Listing Particulars"). Copies of the Listing Particulars may be obtained during usual business hours up to and including 19th April, 1994 (for collection only) from the Company Announcements Office, London Stock Exchange, Tower, Capel Court, off Bartholomew Lane, London EC2N 1HP and during usual business hours up to and including 10th May, 1994 from:

Beta Global Emerging Markets Investment Trust plc
3 Bolt Court
Fleet Street
London EC4A 3DQ

15th April, 1994

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APRIL 15 1994
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FINANCIAL TIMES FRIDAY APRIL 15 1994

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COMPANY NEWS: UK

Hunting at £32m with help of exceptionals

By Tim Burt

Property disposals and the sale of subsidiaries last year helped Hunting defy the recession in its aviation, defence and oil businesses.

Exceptional items totalling £2.1m underpinned a slight increase in pre-tax profits to £21.7m in the 12 months to December 31, against £20.2m last time.

The shares, however, fell 14p to 218p after the group showed a 16 per cent decline in operating profits to £29.1m (£34.6m).

Mr Kenneth Miller, chief executive, blamed the operating downturn on hefty restructuring costs of £5.5m and trading losses at subsidiaries which have since sold.

The reorganisation centred on the aviation business, where the group made £2.9m of provisions to cover redundancies, the cost of selling Hunting Aircraft - its lossmaking US subsidiary - and the amalgamation of more than 30 companies into five sub-divisions.

Operating profits in the aviation division, which suffered from deferred orders and production cuts, fell from £1.6m to £5m and the workforce was reduced by 150 to less than 2,000.

Mr Miller, who warned a further 150 jobs would go this year, said: "It was a skinny performance and the business is not generating an adequate return on investment.

The restructuring will change that but it's not going to recover in a hurry."

The problems were partially offset by improved results in the defence and oil divisions.

A nine-month contribution from the management contract for the Atomic Weapons Establishment boosted defence profits to £14.6m (£9.3m). The group made a £2.3m provision for relocating its communication technology business.

The oil division saw profits increase by £1.9m to £17.8m despite the falling price of crude, which it markets and

supplies in North America.

Group turnover improved from £809.8m to £1.06bn, including £6.7m (£30.1m) from discontinued activities. Earnings per share fell from 15.7p to 13.6p, and a final dividend of 6p is proposed for an unchanged 10p total.

• COMMENT

With £15m of surplus property still on its books, there is nothing to stop Hunting selling further assets to buoy this year's figures. It is an attractive option given the fragility of the aviation and defence markets and the recent slide in the oil price. But the balance sheet has been strengthened by last year's £37m rights issue, cutting gearing from 78 per cent to 35 per cent, and that will allow the group to develop its underlying businesses. It may take some time, however, for the benefits of new orders to feed through. So although profits this year could reach £30m on a forward multiple of 15.5, the shares could prove a costly short-term option.

Going for gold as rivals drop out

Kenneth Gooding on the fortunes of Cookson as it focuses on precious metals

It is the hope of every company in an overcrowded and competitive market that some of its rivals will pack up and leave. It is rarely fulfilled.

Yet that is what has enabled Cookson to emerge as one of the world's five biggest suppliers of semi-fabricated precious metals to the gold jewellery and silversmith industries.

In the past four years the specialist industrial materials group has been hauled back from financial disaster by a new management team led by Mr Richard Oster, chief executive.

He is now busy refocusing the group. It is withdrawing from non-core businesses such as the engineering operations, sold recently, while precious metals fabrication has been carefully reconstructed to become one of the biggest core divisions.

In North America Cookson was already the largest fabricator of gold for the jewellery industry, processing more than 1.5m troy ounces of gold and several million ounces of silver. This followed the merger five years ago of the two biggest US companies, Stern and Leach. Cookson took full control in 1992.

Its biggest rival in the US quit in 1991. Engelhard, the precious metals group ultimately controlled by the Anglo American Corporation of South Africa, first attempted a sale to Degussa of Germany but the deal fell through and companies were either sold individually or closed.

This left Cookson's Stern Metals business, based in Attleboro, Massachusetts, with 70 to 80 per cent of the US market for supplying gold to the jewellery industry and 50 per cent the silver market.

The next step was obvious. In February last year Cookson made a start by buying some of the assets of Knight & Day in the UK from the receiver for a knock-down £200,000. It took on the staff of 105 but the number is now down to 82.

Then in December it paid £37m, including £20m for precious metals stocks, for the jewellery materials operations

Mr Jake Conley, president of Stern, said the JM acquisition gave Cookson the critical mass to compete in western Europe with the likes of Degussa as well as Heraeus of Germany and CLA (Chaudronnerie Legere d'Argenteuil) of France. He said: "This is a mature business with little growth. But the last survivor is going to do well and we [Cookson] are heading in that direction."

He would not be surprised to see Handy & Harman, the remaining big competitor in the US, quit, or to see CLA give up in Europe. He also suggested it was likely that Engelhard would ease out of the remnants of its jewellery materials business in the UK.

Stern Metals had sales of £230m (£152m) and an operating profit of £8.1m last year for an 11.4 per cent return on sales, up from 8.2% in 1993 and an 11 per cent return in 1992.

The group employs 527 people and specialises in turning alloys containing pure gold and silver into more than 2,000 different items such as metal wire, sheet, tubing and casting grains. Its customers make these into anything from cheap, 14-carat gold chains to some of the most expensive jewellery in the world.

Mr Dick Smith, president of Stern-Leach, explained: "The scheme encourages people to work smarter, do their own quality control. They don't



Cookson's products are used in all kinds of jewellery from the cheap to the most expensive

make scrap. There is more awareness of how the job should be done. They don't want us to hire more people. They don't like people goofing off."

With more than 1,600 customers, many of them small businesses, credit control is also an important element in Stern's success. Any debt above \$200,000 must go to the credit committee. Customers get 30 days to pay and then are charged at an annual rate of 15 per cent up to 60 days.

Some of this expertise can be passed on to the newly-acquired UK companies, as can many of Stern's production techniques - although Stern also expects to learn from the former JM people. Transatlantic exchanges of key production people already are being made.

"But first we have to digest what we have so far. We want to make sure Cookson gets the return we promised."

Mr Geoff Allum, analyst at NatWest Securities, saw no reason why targets would be missed.

"With a good management team and a high market share you can make it. I can't see what's to stop them taking Europe by storm."

Holiday Inn's budget hotel chain heads for Europe

By Ronald van de Krol
in Amsterdam

Holiday Inn, the hotel chain owned by Bass, the brewery and leisure group, plans to extend its budget hotel chain, Holiday Inn Express, to Europe.

The company said it hoped to open more than 100 Holiday Inn Express hotels over the next five years, mainly in Germany, central Europe, the UK, Spain and France. The target customer is the "budget-conscious" business and leisure traveller.

In the UK, the hotels will compete with chains like Travelodge, which is owned by Forte. In France and Germany they will be pitted against the Hotel Chain owned by the Accor group of France.

Most of the hotels will be

located along motorways and on secondary sites near main cities, rather than in city centres. Rooms will cost an average \$55 (£38) including breakfast - considerably less than the prices charged at standard Holiday Inns or at the more expensive Holiday Inn Crown Plaza hotels.

Holiday Inn Express hotels were launched in the US in 1990 and plans to extend them to Asia were announced in late 1993.

Mr Bryant Langton, Holiday Inn chairman, said: "Given the success of this product around the world, I see no reason why we here in Europe could not have more than 100 Holiday Inn Express hotels in the next five years."

As with other Holiday Inn hotels, the emphasis will be on franchising rather than out-

NEWS DIGEST

Recovery continues at Storm

Storm Group, the US-traded multi-media concern, continued its recovery during the second half of 1993 and ended the 12 months with pre-tax profits amounting to £122,000, compared with losses of £2.1m restated in accordance with FRS 3.

The directors said they intended to undertake a capital reorganisation which would enable the group "to commence paying dividends as soon as possible".

Turnover fell from £6.04m but there were operating profits of £311,000 (£2.03m losses), after much lower exceptional debits of £107,000, against £2.05m.

The pre-tax figure was after higher interest of £18,000,000 (£32,000).

Earnings per share were 0.2p against losses last time of 2.5p.

Directors stated that during 1993 there was an encouraging increase in sales of the group's television portfolio and strong interest in a number of its character properties.

The production facilities studio also contributed to profits, they added, with two series completed during the year.

Brooks Service back in the black

In spite of fierce competition that led to price reductions in many areas, Brooks Service Group, the textile rental and retail services company, swung from losses of £222,000 to profits of £323,000 pre-tax for the year to December 31.

Turnover was marginally lower at £23.3m (£24.2m) but interest charges were cut to £2.05m (£3.82m).

Earnings per share emerged at 3.13p (losses 1.76p) and a proposed final dividend of 1.5p, making a total for the year at 3.6p.

Although trading conditions continued to be difficult the directors said there were "encouraging" signs in some areas. Actions taken had "laid a good foundation" for improved profitability.

Year-end gearing was reduced to 46 per cent (58 per cent).

The shares closed up higher at 70p, after 74p.

Ipeco declines 29% to £2.35m

Ipeco Holdings suffered a 29 per cent fall in 1993 pre-tax profits. The aviation and defence industry supplier blamed the decline on poor conditions in the civil aerospace sector.

After restructuring costs of

£200,000 the pre-tax figure was £2.35m (£3.3m).

Turnover was slightly higher at £20.3m (£19.9m).

The company said despite cost reductions, order rescheduling left the core flight deck equipment business lower.

Trading in the other subsidiaries was mixed with good results from the smaller aerospace operations and steady progress in the second half in some defence-related areas.

Earnings per share were 5.45p (7.72p), but the board is recommending an unchanged final dividend of 2.3p, maintaining the total for the year at 3.6p.

The advance was achieved on turnover, ahead 23 per cent to £23.6m (£23.2m). Mr Terry Organ, chairman, said that with the current level of inflation it had been difficult to increase prices and the result reflected a rise in unit sales and improved efficiency.

Earnings per share rose to 3.6p (7.3p) and a proposed final dividend of 3p lifts the total from 4.4p to 5.2p.

Swallowfield 28% ahead to £1.63m

Swallowfield, the aerosol and cosmetics manufacturer, announced 28 per cent growth in pre-tax profits, from £1.27m to £1.63m, for the year to December 31.

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Faber Prest joint venture in Singapore

Faber Prest, the industrial and distribution service group, has entered the growing south-east Asian market with the acquisition of a 45 per cent stake in a subsidiary of NatSteel Singapore, for a maximum \$81.95m (£55.000).

Faber has also entered a joint venture agreement with Nova Hut AS Steelworks, a

The Seoul Asia Index Trust International Depository Receipts

Evidencing Certificates in respect of 1,000 Units in the Trust

NOTICE IS HEREBY GIVEN to Unitholders that the Seoul Asia Index Trust, has declared a dividend in The Republic of Korea amounting to Won 120,000 per Certificate in respect of 1,000 units, payable on or after May 2, 1994.

Payments of Coupon No 4 of the International Depository Receipts, will be made on or after May 2, 1994 against presentation of the Coupons to the Depository or to one of the Depository Agents listed below. The Coupons of the IDRs, or, in the case of the registered Depository (DRs) to Holders that the Depository is entitled were on the Register on the Record Date - March 31, 1994.

DEPOSITORY
Chase Manhattan Bank Luxembourg S.A.
5 Rue Plaetis, Luxembourg Grand, L2102 Luxembourg

DEPOSITORY AGENTS
The Chase Manhattan Bank N.A.
Woolgate House, Colmore Street - Cross Plaza, 34-35 Chung-dong
Chong-nu, Seoul, Republic of Korea

Corporate Trust Administration
4 Chase Manhattan Center, Brooklyn NY 11245 U.S.A.
Chase Manhattan Bank (Switzerland)
83 Rue du Rhone, CH-1204 Geneva, Switzerland

The amount of dollars payable, in respect of Coupons presented to an Agent of the Depository by the Close of Business on April 28, 1994 shall be the net amount of the dividend in Won as of the date of the deposit, plus the resulting telephone transfer calling rate of US dollars for Won as quoted by a foreign exchange bank in Korea on the day on which the relevant transfer is made.

The dividend proceeds will be distributed to IDR holders in proportion to their respective entitlement and after the deduction of all taxes and fees, charges, duties and expenses of the Depository.

All Holders residing in a country having a double taxation treaty with the Republic of Korea may obtain payment at a lower rate of the Korean non-resident withholding tax, on condition they furnish to either the Depository or through one of the designated Depository Agents, a copy of their passport, a copy of their tax identification number, a copy of their place of residence, or for individuals, a copy of their passport. These documents are requested by the Korean National Tax Administration Office as evidence of residence.

Without such proof of residence, the full tax rate of 26.875 per cent, Korean non-resident withholding tax will be retained.

All documents should be submitted to the Depository or a Depository Agent by April 28, 1994.

Chase Manhattan Bank Luxembourg S.A.
as Depository

This announcement appears as a matter of record only



ROSY BLUE FINANCE S.A.
(a member of the Rosy Blue Group of Companies with its registered office at Luxembourg)

PRIVATE PLACEMENT

YEN 1,200,000,000

3% Bearer Bonds of 1994 - 2004

AND

USD 45,750,000

6.5% Bearer Bonds of 1994 - 2004

Arranged by ABN AMRO Bank (LUXEMBOURG) S.A.

Fiscal and Paying Agent:
ABN AMRO Bank (LUXEMBOURG) S.A.

Advisor to the Issuer:
ABN AMRO Bank, ANTWERP DIAMOND BRANCH

ABN-AMRO Bank

APRIL 1994

ENGELS - HOLLANDSE BELEGGINGS TRUST N.V. (English and Dutch Investment Trust)

Established in Amsterdam

NOTICE IS HEREBY GIVEN that the Annual General Meeting of Shareholders will be held on Thursday 28th April 1994 at 14.00 hours at the office of the Company, Keizersgracht 674, Amsterdam. Shareholders wishing to attend the General Meeting of the Company must deposit their shares not less than seven days before the

COMMODITIES AND AGRICULTURE

Silver's bull run written off as hedge funds sell

By Kenneth Gooding,
Mining Correspondent

The "audacious" foray into the silver market by the US hedge funds is coming to an end, according to Mr Ted Arnold, analyst at the Merrill Lynch financial services group.

The weight of physical selling of silver following its price rise and a fall in demand in India, the biggest market for the metal, "suggests that \$6 to \$6.50 [a troy ounce] silver are unattainable levels unless the funds want to throw huge resources into the market."

Recent evidence suggests the funds are doing the opposite and starting to realise their profits, says Mr Arnold in Merrill's Weekly Futures Report.

He suggests the funds physical silver holdings, built up over the past six months, are probably in their books at an average of about \$4.80 to \$4.90 an ounce compared with the average spot price for the period of \$4.95. Last night silver closed in London up 1 cent at \$5.28%.

MARKET REPORT

Crude futures at 1994 highs

London OIL futures yesterday hit 1994 peaks in a rally sparked mostly by tighter North Sea supplies and brisk demand. At the International Petroleum Exchange May delivery Brent Blend traded up to \$15.15 a barrel, the highest for a prompt contract since November 24 and the first time it had topped \$15 since February 3.

COFFEE prices remained weak throughout the day at the London Commodity Exchange, the second month ending at the day's lows in an expected correction following recent strong gains.

London Metal Exchange ALUMINIUM prices broke

Mr Arnold points out that the average London spot price in 1993 was \$4.39 after \$3.94 in 1992. So many producers, smelters and stockholders perceive \$5.50 an ounce to be a high price and try to sell when the price rises above \$5.50.

"Meanwhile, in Europe physical silver continues to flow into vaults from the Commonwealth of Independent States, the Middle East and, to a lesser extent, from Asia."

Mr Arnold said last night that a large nail in the silver bull's coffin" was the revelation by Bankers Trust last Friday that it had moved all but 1m ounces of its silver from New York Commodity Exchange warehouses to vaults at Chase Manhattan Bank. Four months ago Bankers Trust had more than 25m ounces of silver in Comex warehouses and since then total Comex stocks have fallen by about 35m ounces. Some traders cited the fall in Comex stocks as a factor in silver's rally in recent months to a 4% year peak.

Since new mining laws in 1986 opened Ghana's moribund mining industry to foreign capital and expertise, Australian mining companies have been particularly ready to lead the way with investment and management, bringing with them their expertise in open pit mining.

For example, the share price of Golden Shamrock in Australia has risen sharply since its state-run, 1992 began producing gold at the Idnapriem mine, some 100km south of Ashanti.

Golden Shamrock is the main shareholder in Ghanaian Australian Goldfields, a \$65m joint venture with the International Finance Corporation and the Ghanaian government. The mine, which in 1992 had more than 1m troy ounces of proven and probable gold reserves, is producing about 110,000 ounces a year.

Two junior Australian companies, Ranger Minerals and Associated Goldfields are also investing in the region. Ranger has raised A\$27m for Abosso Gold Fields, a mine close to Idnapriem. Kiwi Gold Fields is

lower but just about managed to hold above a \$1.305 a tonne for three months delivery as Chinese interest continued to appear on price dips. The price closed at \$1.308 a tonne, down \$8 on the day.

NICKEL prices bounced smartly in the afternoon, with the market capitalising on good downside support below \$5.600 a tonne, virtually to erase early losses.

LEAD prices collapsed during the after hours "kerb" session, with stop-loss selling orders triggered below \$460 a tonne, following Wednesday's failure above \$470.

Compiled from Reuter

COMMODITIES PRICES

BASE METALS

LONDON METAL EXCHANGE (Prices from Amalgamated Metal Trading)

■ ALUMINUM, 99.7% (per tonne)

Close 1234.5-5.5 1302.6 Previous 1234.5 1300.2 High/Low 1316/1305 AM Official 1289.5/590.5 1314.5 Kerb close 1308.6-5 Open mt. 266.168 Total daily turnover 56,593

■ LEAD (5 per tonne)

Close 445.5-6.5 460.5-1.0 Previous 457.5-6.5 472.0-2.5 High/Low 457.5-6.5 472.0-2.5 AM Official 447.7-5 451.1-5 Kerb close 33.692 Total daily turnover 5,449

■ NICKEL (5 per tonne)

Close 553.5-45 560.5-15 Previous 556.0-70 563.5-20 High/Low 563.0/560 AM Official 551.2-5 559.5-20 Kerb close 42.527 Total daily turnover 6,220

■ TIN (5 per tonne)

Close 644.5-55 650.5-10 Previous 540.5-5 545.5-10 High/Low 540.5/550 AM Official 545.5-5 550.5-10 Kerb close 551.5-20 Total daily turnover 18,212

■ ZINC, special high grade (5 per tonne)

Close 932.5-3.5 933.4 Previous 941.5-2.5 932.4 High/Low 959.5/932 AM Official 935.6 936.5 Kerb close 952.5-20 Total daily turnover 107,385

■ COPPER, grade A (5 per tonne)

Close 1893.5-4.5 1892.5 Previous 1883.5-4.5 1891.2 High/Low 1891.5/1886 AM Official 1888.5-5 1893.5 Kerb close 1881.2-20 Total daily turnover 197,700

■ LIME, AM Official 250 metric t/4,746

■ LIME, CMAZ Closing 250 metric t/4,743

Spot 1,771 mt/1,4730 8 mt/1,4704 9 mt/1,4687

■ HIGH GRADE COPPER (COMEX)

Day's Close 88.00-25 88.00-75 Open 88.00-25 88.00-75 Day's Change 0.25 0.25 High 88.00 88.00 Low 87.75 87.75 Int. Vol. 2,312 2,312 Total 56,233 674

PRECIOUS METALS

■ LONDON BULLION MARKET

(Prices supplied by N M Rothchild)

Gold (Troy oz.)

\$ price £ equiv.

Close 377.25-377.75 380.75-380.00 Previous 377.50-378.00 380.50-380.00

Opening 377.50-378.00 380.50-380.00

Morning fix 378.95 380.698

Afternoon fix 377.75 380.693

Day's High 381.50/382.00

Day's Low 379.25-378.75

Previous close 378.00-378.40

London Lon Mean Gold Lending Rates (per US\$)

1 month 3.37 6 months 3.75

2 months 3.42 12 months 4.20

3 months 3.48

Silver Fix ptroy oz. US cts equiv.

Spot 982.20 534.00

3 months 388.65 538.85

1 year 377.40 544.65

Gold Coins 5 price £ equiv.

Kruegerland 379.50-392.25 257-280

Maple Leaf 388.15-390.06 60-63

New Sovereign 89.92 60-63

Ashanti puts the gold back into the Gold Coast

Paul Adams on next week's flotation of the jewel in the crown of Ghanaian mining

When Ashanti Goldmines Corporation is floated on the London Stock Exchange next week the Ghanaian government will have put in place the most important part of its privatisation programme.

It already has invested most of the State Gold Mining Corporation's stakes in local mines, usually retaining 10 per cent of these ventures. In the case of Ashanti, the jewel in the crown, it is reducing its shareholding from 55 per cent to 31.3 per cent.

Since new mining laws in 1986 opened Ghana's moribund

mining industry to foreign capital and expertise, Australian mining companies have been particularly ready to lead the way with investment and management, bringing with them their expertise in open pit mining.

Some South African compa-

nies have also been attracted to the region by the relative political stability of Ghana and low production costs. Gold Fields of South Africa bought Tarkwa gold mine in western Ghana from the state mining corporation last year and since July has doubled production to 4,000 ounces a month while halving the workforce to 1,400.

For example, the share price of Golden Shamrock in Australia has risen sharply since its state-run, 1992 began producing gold at the Idnapriem mine, some 100km south of Ashanti.

Golden Shamrock is the main shareholder in Ghanaian Australian Goldfields, a \$65m joint venture with the International Finance Corporation and the Ghanaian government. The mine, which in 1992 had more than 1m troy ounces of proven and probable gold reserves, is producing about 110,000 ounces a year.

Cluff Resources of the UK is developing a 30,000-ounce-a-year gold mine at Ayanfuri, west of Dunkwa. Further north, Pioneer Corporation, another Australian company, has taken over the mine at Teberebi and increased the production rate from 160,000 ounces last year to 240,000

ounces. The Canadian group Bontu Gold has bought an alluvial gold mine and begun trial production at about 1,200 ounces a month.

Of course none of these companies are likely to meet the eligibility requirements of the FT Gold Mines Index after its scheduled public listing on April 26. The stock is expected to be added to the Index with effect from April 27.

Financial Times Gold Mines Index

The FT Gold Mines Index Committee has announced that Ashanti Goldfields appears likely to meet the eligibility requirements of the FT Gold Mines Index after its scheduled public listing on April 26. The stock is expected to be added to the Index with effect from April 27.

gold reserves have exceeded production."

Ashanti has just acquired a 140 sq km concession for exploration, adjoining the existing 226 sq km at the Obuasi site, about 180km north of Accra. Last year cash operating costs were \$173 an ounce, rising to \$333 if depreciation and royalties were included, against an average market price over the year of \$337 an ounce.

Industry analysts rate Ashanti as one of the world's finest gold prospects. Its strength lies in the variety of ore deposits extracted from both deep mines and open pits. Material is treated by four separate processing plants. The open pit operations begin in 1990, cut production costs and funded the investment in the underground infrastructure, which is expensive to develop but opens the way to much bigger deposits.

Ashanti's 1993 after tax profits were \$90.5m, up from \$60.6m in the previous year. Production costs are in the lowest 20 per cent worldwide. According to Mr Sam Jonah, Ashanti's chief executive, the mine is poised for substantial expansion. "There is no reason why this mine should not go on producing 1m ounces a year for the next 50 years," he says, "particularly now we have an aggressive exploration programme for the first time in our history."

"The aggregate of the company's proven and probable ore reserves has increased to 18.1m ounces from 16.8m. For five years running new delineated

increased threefold since 1986 from 242,366 to 770,410 ounces in the financial year ending September 1993. The company's expansion programme is ahead of schedule and it expects output to reach 1m ounces by 1995, which would make it one of the world's top 10 gold producers.

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Ashanti's 1993 after tax profits were \$90.5m, up from \$60.6m in the previous year. Production costs are in the lowest 20 per cent worldwide. According to Mr Sam Jonah, Ashanti's chief executive, the mine is poised for substantial expansion. "There is no reason why this mine should not go on producing 1m ounces a year for the next 50 years," he says, "particularly now we have an aggressive exploration programme for the first time in our history."

Cluff Resources is developing a 30,000-ounce-a-year gold mine at Ayanfuri, west of Dunkwa. Further north, Pioneer Corporation, another Australian company, has taken over the mine at Teberebi and increased the production rate from 160,000 ounces last year to 240,000

ounces. The Canadian group Bontu Gold has bought an alluvial gold mine and begun trial production at about 1,200 ounces a month.

Of course none of these companies are likely to meet the eligibility requirements of the FT Gold Mines Index after its scheduled public listing on April 26. The stock is expected to be added to the Index with effect from April 27.

gold reserves have exceeded production."

Ashanti has just acquired a 140 sq km concession for exploration, adjoining the existing 226 sq km at the Obuasi site, about 180km north of Accra. Last year cash operating costs were \$173 an ounce, rising to \$333 if depreciation and royalties were included, against an average market price over the year of \$337 an ounce.

Industry analysts rate Ashanti as one of the world's finest gold prospects

LONDON SHARE SERVICE

BANKS

CHEMICALS

Notes	Price	+/-		1994		Mkt		Ytd		P/E	Notes
		High	Low	22/1	22/1	5/9	Gr's	7/9	10/2		
ABN Amro Fl.	220.0	-	-	226.1	221.1	53.49	4.8	16.4	10.2	16.0	ABA Sh.
ANZ AS	234.0	-	-	278.4	220.1	3.065	2.9	18.4	17.5	18.4	Accp Fl.
Abbey National	474.0	-	-	523	483	1.125	2.7	15.9	14.0	15.9	Allied Colgate
Allied Irish IC	55.0	-	-	314	241	1.573	4.9	16.0	15.5	16.0	Amber Ind.
Anglo Irish IC	58	-	-	70	55	1.127	7.7	10.2	10.2	10.2	Amidex
Asahi Y	710.0	-	-	760.1	628	16.492	1.1	10.2	10.2	10.2	ASA DM
Barclay Blk Y Pct	215.0	-	-	218.0	144.5	3.758	5.4	6.9	6.9	6.9	BCP
Banco Central	531.0	-	-	524.0	220.1	3.513	4.3	12.1	12.1	12.1	BBVA
Blk Ireland EC	203	-	-	219	246	1.229	4.7	16.4	16.4	16.4	Brent
Bank Scotland	317	-	-	247	183	2.198	3.1	26.5	26.5	26.5	British Vita
9.5%pc Pt	128	-	-	141.1	128.1	1.250	8.1	10.2	10.2	10.2	British Vita S
9.5%pc Pt	126	-	-	140.5	131.2	1.250	9.0	10.2	10.2	10.2	Canada (W)
Barclays	520.0	-	-	540	487	6.542	3.5	21.8	21.8	21.8	Camborne
Daichi Kan Y	212.0	-	-	217.0	170.1	20.567	0.4	6.5	6.5	6.5	Carlsberg
Deutsche Bldg	5110.0	-	-	5344.1	2286.1	14.775	2.0	10.2	10.2	10.2	Carlsbad
Espresso Santo	220.0	-	-	228.1	193.1	2.228	3.8	5.0	5.0	5.0	Catella
Finst Hr Fln.	NC	-	-	90	65	118.3	2.5	10.2	10.2	10.2	Catellus
6.3%pc Cr Pt	53	-	-	70	57	5.58	9.5	10.2	10.2	10.2	Cedant
700 Cr Pt	149	-	-	171	123	7.07	5.3	10.2	10.2	10.2	Challenger S
Fiji Bank Y	1480.0	-	-	1582.1	1152.1	43.121	0.4	10.2	10.2	10.2	Chang Lyon
HSBC Hk	8102.0	-	-	1133	745	14.223	3.5	6.5	6.5	6.5	Chase
HSBC (75p Shg)	756.0	-	-	7113	733	6.734	3.7	10.2	10.2	10.2	Chesca DM
Lloyds	550.0	-	-	660	540	7.863	5.5	11.1	11.1	11.1	Holdings Chemical
Mitsubishi Y	100.0	-	-	101.0	81.0	1.154	5.3	0.3	0.3	0.3	Chubb
Mits Tel & Br Y	1011.1	-	-	1034.1	877.1	13.172	0.5	16.2	16.2	16.2	Chubbs
Mits Tel & Br Y	1011.1	-	-	1014.1	811.1	5.14	9.97	0.7	0.7	0.7	Chubbs
Nat West AS	572	-	-	620.1	537.4	5.719	4.1	13.9	13.9	13.9	Chubb
NorthWest	477.0	-	-	622	445	7.832	4.8	10.2	10.2	10.2	Chubb
Ortmanns Frt	204.0	-	-	233	277	1.152	4.8	7.3	7.3	7.3	Chubb
Rgl Blk Scotland	340.0	-	-	57	52.0	3.06	3.195	3.4	18.1	18.1	McLeod Russell
Sakura Y	393.0	-	-	581.1	371.1	1.125	0.5	5.4	5.4	5.4	McLeod Russel
Samson Y	5	-	-	17.0	17.0	43.018	0.4	10.2	10.2	10.2	Penpor Sh
Standard Charld (NC)	11000.0	-	-	1437	1026	2.260	2.7	10.2	10.2	10.2	Penpor
7.3%pc Pft	98	-	-	100.1	82.4	9.64	2.8	10.2	10.2	10.2	Penpor
Sunflower Y	214.0	-	-	216.0	111.1	48.181	0.4	10.2	10.2	10.2	Penpor
Sunflower Y	206.0	-	-	207.0	107.1	62.217	0.8	7.7	7.7	7.7	Penpor
TSB	219	-	-	291	210	3.350	4.4	14.9	14.9	14.9	Westlife Stores
Tokai Y	58.0	-	-	69.1	58.1	18.713	1.6	55.1	55.1	55.1	Westlife Stores
Triton Tel & Br Y	712.0	-	-	770.1	585.1	5.589	0.7	63.5	63.5	63.5	Westlife Stores
Westpac AS	223	-	-	260	207	4.914	2.4	6.5	6.5	6.5	Westlife Stores
Yazuda Tel & Br Y	595	-	-	634.1	424.1	1.125	0.6	5.2	5.2	5.2	Westlife Stores

REVIEW

BREWRIES

BUILDING & CONSTRUCTION

Notes	Price	High	Low	Vol.	Cap. \$	6's	PE	Enterprise Corp.
Abbey IE	176	205	155	Cap. 100	100	17.2	17.2	European Motor. ^{1/2}
Allen	176	176	148	47.4	25	40.3	40.3	Evens Holdings
AMER.	139	164	118	28.1	27	16.8	16.8	Faber Prest.
63-92 C Pl	191	191	100.2	176.3	8.2	—	—	Farnell
Arco Corp	49	48.5	32.8	—	4.2	—	—	Fifth Indoor
Andrews Sykes, N.Y.	90	95	68	12.8	—	—	—	Firstnet Group
Armanit affil	39	48	37	27.2	—	—	—	Gardiner
Arcaid	176	156	133	119.1	1.5	35.5	35.5	Glencothen
Aronade	38	43	151	145	3.5	—	—	Gowlings
Bailey (B)	38	39	41	28	3.7	23	23	Hanes (P)
Ball (A.H.)	30	30	23	28	6.3	8.3	8.3	Hanover
Baron Homes	163	163	114	26.5	—	—	—	Hercules
Barcom	75	68	68	14.0	5.0	9.0	9.0	Hedman
Barts	41	45	41	2.91	—	—	—	Hendry
Barrett Devs. ^{1/2}	243.6	222	213	440.3	2.6	26	26	Heritage
Beazer Homes	187	188	158	46.8	3.7	14.6	14.6	Heccon
Bell Tech	162	204	203	23.0	—	—	—	Holmes Tech
Belvach	50	59	55	22.8	—	—	—	ISA Imp.
Berkley	494	373	476	369.5	1.6	26.7	26.7	Inchape
Bent Bros.	163	172	115	24.4	1.5	21.0	21.0	Int'l Food Machinery
Berce	341	411	24	68.0	—	—	—	Jacks (Nm)
Best (N.)	325	355	277	84.5	2.3	18.2	18.2	Jessops
Brandon Hse.	44	53	35	5.05	—	—	—	Fmly-F
Brentford	12	23	19	11.4	—	—	—	Fmly-F
8 & EA	12	23	19	24.7	4.5	15.6	15.6	Fmly-F
Brenton	12	25	19	24.5	3.9	23.4	23.4	Fmly-F
CALA	157.5	157.5	111.5	51.4	—	—	—	Lookers Bsc C Pl.
Brenton	12	7	5	1.04	—	—	—	Lookers Bsc C Pl.
Brown Locom	54	54	35	6.06	—	—	—	Malco
Bryant & Stratton	12	62	49	4.95	6.2	41.6	41.6	Middleton
Cable (T)	12	42	27.1	168.3	1.2	9.6	9.6	Northumber
Castrol	12	12	10.5	11.03	3.3	34.4	34.4	PCT
Castrol	163	163	90.2	102.0	1.2	—	—	Perspic
Castrol	163	163	90.2	102.0	1.2	—	—	Perry Corp.
Castrol	163	163	75	31.3	9.3	—	—	Perry Corp.
Castrol	163	163	75	21.9	31	—	—	Perry Corp.
Castrol	163	163	75	11.8	7.1	50.1	50.1	Castrol Corp.
CFC	12	7.4	2.4	4.45	—	—	—	Castrol Corp.
Commod	21.5	110	79	12.1	5.5	—	—	Castrol Corp.
Commod	21.5	26.5	19	12.7	15	—	—	Castrol Corp.
Commod	21.5	15	9	4.57	2.8	17.1	17.1	Castrol Corp.
Commod	21.5	80	41	38.4	30	—	—	Castrol Corp.
Commod	21.5	102.9	91.3	98.0	1.6	16.9	16.9	Castrol Corp.
Commod	21.5	157	87	71.0	0.3	—	—	TLS Range
Commod	21.5	6	6	1.14	—	—	—	TLS Range
Commod	21.5	47.5	47.5	43.8	2.8	—	—	TLS Range
Commod	21.5	80	41	38.4	30	—	—	TLS Range
Commod	21.5	102.9	91.3	98.0	1.6	16.9	16.9	Castrol Corp.
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Commod	21.5							

avocat Europe.	161	410	171	121	42.9	2
avocat-Staert...	162	—	169	139	37.5	2
avocat & Huf... Schu	173	—	145	122	80.9	2

BUILDING MATS. & MERCHANTS

Notes	Price	+/-	1994			Ytd	P/E	Market Mar Y	% Chg
			High	Low	Cap\$M				
Brigthon	\$21	+	27	18	12.0	0.5	14	Porter Chabot	+4%
Brock	\$11	-	33	23	9.7	2.4	17.4	Porter Dufort	+1%
Bromley	\$10	-	11	8	1.2	2.7	14.2	Auger	-6%
Brown Grp	\$10	-	27	22	22.5	4.6	14.2	A	-16.4
Bryant	\$12	-	11.5	6.5	9.15	3.6	14.2	Scott Hardie	-5%
Bryant Net Cr Pt	\$12	-	9.5	5.5	8.00	18.1	15.4	State Derby	-9%
Bryant	\$10	-	22	14.5	5.41	5.2	7.4	Stewley Inds	-10%
BSI	\$12	-	18.5	13.5	4.9	3.4	10.2	Stewart	-9%
BSI	\$10	-	30	20	1.87	19	38.4	ST Group	+50%
Budding	\$11	-	27	23	4.72	13	35.8	Stewart	-57%
Burton	\$10	-	50	47	27.68	5.1	10	St. Croix Cr Pt	+23%
Burton Int'l	\$10	-	22	20	33.00	1.7	10	Trifactor Bus	+50%
Buckles	\$10	-	55	50	18.8	4.3	20.8	Trifactor Cr Pt	+101%
Bull Creek	\$10	-	33	26	31.5	2.0	12.5	Unicore E	-10%
Bull Creek Cr Pt	\$10	-	17.5	12.5	18.92	5.4	12.5	Unicore	-370%
Bullock	\$10	-	117	85	25.1	9.5	10	Western	+40%
Bullock & Dredging	\$10	-	154	130	24.5	4.6	31.1	Western Mining	+261%
Bullock E	\$10	-	300	200	348	1.70	2.4	Wheeler	+10%
Bullock AS	\$10	-	231	147	21.94	2.122	4.6	Wheeler	-84%
Bullock Rob A	\$10	-	70	31	2.52	10.9	10.5	Wheeler	-94%
Bullock	\$10	-	273	254	14.73	4.8	16.5	Wheeler	-11%
Bullock	\$10	-	273	243	3.07	32	11.6	Wheeler	-49%
Bullock Cr Pt	\$10	-	170	125	30.89	5.3	10.8	Wheeler	-140%
Bullock	\$10	-	53	35	45	4.54	8.3	Wheeler	-171%

ELECTRICITY

第5章

MECHANICAL ENGINEERING

ENGINEERING - VEHICLES - Cont.

1994 MRC YTD + OR 1994 MRC

HEALTH CARE - Cont.

Notes Dates +8

HOUSEHOLD GOOD		
Hairstools	14	14
InterCare	14	14
Actions	14	14
Woolly Little	14	14
Avitach	14	14
Life Sciences	14	14
London Red	14	14
ML Labs	14	14
Neostar-SMA	14	14
Premier Health	14	14
Quality Care Homes	14	14
School	14	14
Sonic Health	14	14
Shield Diagnostics	14	14
Smith & Nephew	14	14
SpeciMed	14	14
Takara	14	14
Tamers	14	14
Telecom Diagnostics	14	14
Velcom	14	14
United Drug R	14	14
Westpacare (Care) N	14	14

INVESTMENT TRUSTS - Cont.

P/E Notes Price +/ - High

صيغة من الأدلة

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CURRENCIES AND MONEY

MARKETS REPORT

Buba cuts, dollar lags

The surprise 25 basis point cut in official German interest rates yesterday prompted a flurry of similar moves from other European countries, writes Philip Canith.

Switzerland, Austria, Denmark, Belgium and the Netherlands all eased credit policy after the Bundesbank council cut both the Lombard and Discount rates by 25 basis points, to 6.5 per cent and 5 per cent respectively.

Market reaction to the move was unexpected: the dollar weakened, and euromark futures suggested greater pessimism about a fall in German interest rates than before the rate-cut.

The dollar's weakness was especially surprising given that, earlier in the day, there had been rumours of the Bundesbank buying dollars to bolster the US currency against the yen. The US helicopters being shot down in Iraq would also normally have lent support to the dollar.

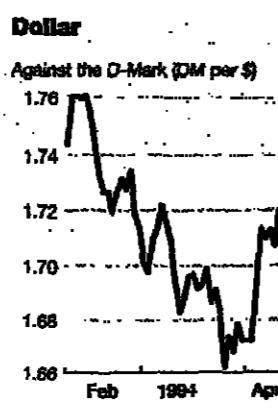
Later rumours that the Bundesbank was selling dollars for D-Mark damped any further remnant of positive sentiment towards the US currency.

■ Dollar/yen provided an early focus of attention with the Bundesbank said to be buying dollars heavily on behalf of the Bank of Japan (BOJ). The resignation of prime minister Mr Morihiro Hosokawa has bolstered the yen, with the market believing that a political hiatus aggravates the US/Japan trade dispute.

The dollar closed in London at \$101.080 after opening at \$101.15. There were also rumours of other central banks buying dollars.

Mr David Barrett, proprietary trader at Natwest Markets, said he believed the BOJ had wanted to teach the market - which had very short, long yen positions - a lesson. He said Japanese exporters and car manufacturers had been selling into rallies as they were very worried that the dollar was not rising.

■ Analysts were bemused by yesterday's Bundesbank cut. No fresh data supportive of a



Source: Datastream

to call the bottom of the German interest rate cycle already is a sure way to lose money." Midland, and others, are looking for the discount rate to fall to 4 per cent by the end of the year, with a low of about 3.5 per cent some time later.

Mr Avinash Persaud, head of currency research at JP Morgan (Europe) commented: "The Bundesbank is clearly expressing continued concern over the poor performance of the bond market and that appears to outweigh its current disconfidence over M3 growth."

Analysts believe the decline in official rates will encourage a fall in the repo rate, used by the Bundesbank to set the level of money market rates.

The repo was cut by 3 basis points to 5.70 per cent on Wednesday. The market is expecting a repo rate fall of 10-15 basis points next week.

Call money rates fell ahead of the council meeting to 5.60 per cent/5.70 per cent from 5.65/5.75 per cent.

■ Sterling was fairly steady yesterday, with events elsewhere drawing attention away from a good set of trade figures and Wednesday's announcement of a new openness in the conduct of monetary policy.

The pound closed at DM2.5289 against the D-Mark from DM2.5275. Against the dollar, it firms to \$1.4771 from \$1.4751.

In the futures markets, meanwhile, there was a very mixed response to what should have been seen as good news.

The June euromark contract finished three basis points higher at 94.63, but the longer contracts lost ground. The June 1994 contract, for example, finished at 94.91, four basis points lower than its opening.

Two rationalisations were offered for market pessimism. First, the scale of the cuts - 35 basis points, when 50 is more common - led some to believe that Germany was at, or near, the bottom of the interest rate cycle.

Concern was also expressed that the Bundesbank continued to cut rates when an indicator it attaches great importance to - M3 money supply growth - is growing far beyond its target range.

Few analysts believe German rates have bottomed. Ms Alison Cottrell, international economist at Midland Global Markets, comments: "To begin

cut has appeared since its last meeting. Most observers had expected a move on official rates at the next meeting.

The bemusement among analysts was matched by the indifferent response of the market.

The dollar closed at DM1.7088, down from DM1.7135.

The D-Mark was stronger across the board in Europe. It closed at FFr1.420 against the French peseta from FFr1.419. The peseta weakened to Pt181.30 from Pt181.01.

In the futures markets, meanwhile, there was a very mixed response to what should have been seen as good news.

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In the money markets, the Bank of England injected £552m liquidity into the market against a £50m shortage.

In the futures market, the June short sterling contract finished three basis points firmer at 94.84. The longer contracts, however, lost ground.

■ OTHER CURRENCIES

■ DOLLAR SPOT FORWARD AGAINST THE DOLLAR

Source: Datastream

POUND SPOT FORWARD AGAINST THE POUND

Apr 14 Closing mid-point Change Bid/offer spread Day's mid high low One month Rate %PA Three months Rate %PA One year Rate %PA Bank of

Europe Austria (Sch) 17.7600 -0.0105 420 363 17.8018 17.7223 17.7487 0.3 17.7411 0.2 113.2

Belgium (Sch) -0.0298 620 545 52.1005 51.9889 51.9782 -0.8 52.0512 -0.8 32.1022 -0.3 114.4

Denmark (DK) 51.0400 -0.0239 620 545 59.102 59.043 59.002 -1.2 59.0738 -0.9 9.2222 -0.3 114.1

Finland (FI) 8.1315 -0.0223 221 208 8.1600 8.1180 - - - - - -

France (FF) 8.6307 -0.0128 240 226 8.6504 8.6150 8.6336 -1.2 8.6513 -1.0 8.6532 -0.3 107.0

Greece (GR) 2.5229 -0.0023 229 249 2.5324 2.5198 2.5251 -0.8 2.5269 -0.3 2.5175 0.3 122.2

Ireland (IE) 1.0317 +0.0017 307 326 1.0344 1.0276 1.0307 -1.0 1.0341 -0.8 1.0352 -0.3 102.3

Italy (IT) 32.0417 +0.0058 938 976 32.1143 32.0423 32.0807 -2.4 32.0722 -2.2 32.0882 -0.3 107.1

Luxembourg (LU) 51.5417 -0.0056 149 167 51.5705 51.5402 51.5702 -0.8 51.5723 -0.8 62.0202 -0.3 114.4

Norway (NO) 10.9944 -0.0026 480 545 10.9751 10.9221 10.9488 0.3 10.9573 -0.3 10.9485 0.0 84.4

Portugal (PT) 26.7220 -0.1657 102 102 25.250 25.073 25.785 -4.5 26.2724 -4.5 26.2588 -0.3 85.2

Spain (ES) 20.5163 +0.0232 887 893 20.5602 20.4411 20.6588 -2.9 20.5484 -2.2 20.5985 -0.2 107.5

Sweden (SE) 11.6970 -0.0079 887 953 11.7259 11.6998 11.718 -2.2 11.6733 -1.5 11.6783 -0.5 107.5

Switzerland (CH) 2.1207 +0.0054 294 311 2.1221 2.1240 2.1292 0.8 2.1225 1.0 2.0975 1.6 117.8

UK (GB) 1.3047 -0.0003 638 656 1.3057 1.3030 1.3059 -1.1 1.3066 -1.0 1.3053 -0.4 86.0

US (US) 0.9480 -0.0005 100 100 0.9480 0.9478 0.9480 -0.1 0.9480 0.0 0.9480 -0.1 86.0

■ DOLLAR SPOT FORWARD AGAINST THE DOLLAR

Source: Datastream

FINANCIAL TIMES FRIDAY APRIL 15 1994

MONEY MARKET FUNDS

Money Market Trust Funds

Guinness & Co 071-753 1020
40 St Mary Axe, London EC3R 8ED
Guinness Peacock Fund for clients
15 Lower Thames St, London EC3R 8DZ
Fidelity Fund Trust Co 071-273 1075
10 St James's St, London SW1A 1RJ

Barclays Trust (London) PLC Peacock Acc
14 St James's St, London SW1A 1RJ
Globe Fund 071-273 1020
25 Lower Thames St, London EC3R 8DZ

Barclays Trust Peacock Acc
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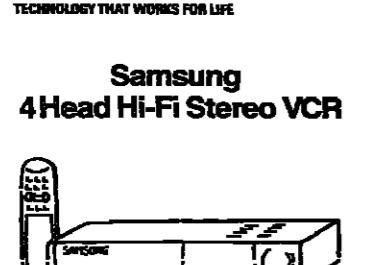
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NEW YORK STOCK EXCHANGE COMPOSITE PRICES

4 pm close April 14



Jog & Shuttle
Auto Tracking

AMERICA

US stocks overcome Mideast jitters

Wall Street

US stocks rose slightly yesterday morning after recovering from a scare over US relations with Iraq and a early round of program selling, writes *Frank McCourt* in New York.

By 1pm, the Dow Jones Industrial Average was 5.35 better at 3,868.82, while the more broadly based Standard & Poor's 500 edged 0.37 higher to 446.63. In the secondary mar-

NYSE volume

ket, the American SE composite was virtually unchanged at 437.96, and the Nasdaq compo-

site added 2.28 to 272.38.

Stocks opened with investors rattled by erroneous reports of hostile fire downing two US helicopters in northern Iraq. When it emerged that the aircraft were shot down accidentally by US forces, the market reversed course and pushed into positive territory.

A parallel recovery by bonds was a help, and a small gain in weekly claims for state unemployment benefits was no impediment. Most investors, however, were sitting put ahead of today's important set on industrial production and capacity utilization.

Among individual issues, Citicorp outperformed the Dow industrials thanks to an upgrade by Salomon Brothers. The stock climbed 52c to \$84.50.

Computer and semiconductor stocks were mixed. Motorola shed 3% to \$34. Compagnie Compteur gained 1% to \$95.90 after CS First Boston lifted its earnings estimate.

National Medical Enterprises was the NYSE's most active issue, with the company expected to announce an agreement to settle federal allegations of fraud. The stock was marked up 51c to \$17.50 in volume of 6m shares.

On the Nasdaq, technology issues regained their stride after falls in the previous two sessions. Adobe Systems jumped 32c to \$24.50, and Synopsys added 81c to \$41.50.

Canada

Toronto stocks recovered early losses by midsession following clarification of developments in the Middle East. The TSE 300 index rose 1.08 to 4,249.88 in volume of 5.95 shares valued at \$163.3m.

The forest products sector was weak, off nearly 1 per cent, with Canfor losing C\$1.40 to C\$42 while International Forest Products fell C\$1.40 to C\$16.

Mexico

Equities continued to ease after a fall of 2 per cent on Wednesday to the lowest closing level since November 1993.

In early trading the IFC index had slipped a further 7.36 to 1,192.54. Investors were unsettled by Wednesday's rise in interest rates to 11.58 per cent.

SOUTH AFRICA

Shares were volatile as a dip in the gold price combined with further political turbulence ahead of the elections later this month. The overall index weakened 68 to 4,955. Industrials shed 45 to 5,706 and golds lost 30 to 1,855.

De Beers slipped R3 to R10.50 and Anglos lost R7 to R20.50.

German turnover picks up sharply

By Michael Morgan

Equity trading picked up in Europe during March as most market indices continued their decline and the FTSE Europe index was marked 4.2 per cent lower after its 1.1 per cent fall in February. Mr James Cornish at NatWest Securities says this suggests that selling pressure increased once it became clear that there would be no early let-up in the fall of US Treasury bond prices, which remains the main bearish influence.

Mr Cornish notes the clear involvement of international investors, demonstrated by a 16.2 per cent rise in the volume of European stocks traded on Seag International, the London screen-based system, as a proportion of turnover in continental domestic markets. Seag trading accounted for 16.1 per cent in February and 15.2 per cent in January.

German turnover showed the largest gain in March, rising by a hefty 21.6 per cent after February's 1.5 per cent decline as the Dax index went against the general trend and registered a 1.2 per cent advance.

EUROPEAN STOCKS: WORLD INDICES

EUROPEAN STOCKS: WORLD INDICES									
JANUARY COMPILED BY THE FINANCIAL TIMES LTD, GOLDMAN, SACHS & CO. AND NATWEST SECURITIES LTD IN CONJUNCTION WITH THE INSTITUTE OF ACTUARIES AND THE FACULTY OF ACTUARIES									
Figures in parentheses show number of lines of stock									
US									
Dollar Index	Day's Change %	Pound Sterling Index	Yen Index	DM Index	Local Index	Local % chg day	Gross Day Yield	US Dollar Index	DM Index
1993	1994	1993	1994	1993	1994	1993	1994	1993	1994
Australia (17).....	172.95	173.84	113.37	154.07	159.38	1.2	3.42	171.82	172.37
France (42).....	218.65	218.65	251.95	244.62	218.68	-0.4	0.98	179.10	179.99
Germany (42).....	154.58	154.52	107.67	143.03	143.03	-0.1	3.81	164.19	165.01
Italy (58).....	158.65	158.65	123.32	84.33	114.81	128.15	-1.0	2.62	129.37
Denmark (13).....	201.14	201.14	172.74	172.74	172.74	-0.1	0.03	201.41	201.41
Finland (25).....	147.72	147.72	148.47	98.82	131.58	170.98	-1.4	2.87	170.27
France (58).....	171.07	171.07	112.13	122.39	122.78	-0.2	1.71	171.94	171.11
Germany (58).....	137.72	137.72	138.53	90.34	122.78	-0.1	1.87	137.55	138.24
Hong Kong (59).....	403.02	403.02	405.39	264.37	359.30	400.10	0.2	2.85	402.86
Ireland (10).....	161.54	161.54	120.54	120.54	120.54	-0.1	0.28	185.49	186.41
Italy (60).....	90.77	90.77	91.23	58.49	88.88	110.56	-1.7	3.28	165.75
Japan (59).....	156.20	156.20	152.00	123.38	139.15	120.38	1.1	0.79	183.51
Malta (58).....	470.04	470.04	472.45	308.10	418.73	487.87	-0.1	1.20	471.19
Mexico (18).....	1926.74	1926.74	1930.57	1292.29	1716.39	7083.43	1.5	0.71	1988.07
Spain (58).....	204.88	204.88	204.88	204.88	204.88	-0.3	3.19	208.86	201.88
New Zealand (14).....	85.74	85.74	85.69	85.69	85.69	-0.3	3.77	85.33	85.33
Norway (23).....	195.39	195.39	128.07	174.05	195.92	-0.3	1.06	191.97	191.97
Singapore (44).....	334.09	334.09	335.80	218.99	240.71	-0.2	1.63	324.39	336.05
South Africa (60).....	215.38	215.38	217.02	141.57	192.40	254.92	2.1	2.39	214.21
Spain (42).....	140.64	140.64	141.33	92.18	125.28	147.93	-1.2	4.00	142.38
Sweden (58).....	171.47	171.47	171.47	142.33	142.32	193.42	0.0	1.54	171.72
União Soviética (49).....	171.49	171.49	163.23	163.23	163.23	-0.2	1.60	162.05	162.85
United Kingdom (26).....	190.68	190.68	191.69	124.99	169.67	191.85	-0.4	3.96	191.44
USA (620).....	181.66	181.66	182.59	119.07	181.83	181.86	-0.3	2.91	182.24
EUROPE (124).....	169.55	169.55	109.33	149.40	161.31	-0.4	2.67	168.15	168.99
Nordic (113).....	207.63	207.63	208.69	181.10	212.92	-0.2	1.54	201.28	201.33
Pacific Basin (750).....	166.23	166.23	166.13	108.34	147.24	112.96	1.0	1.06	164.18
Euro-Pacific (1474).....	166.14	166.14	166.99	108.50	148.00	131.90	0.4	1.82	165.87
Europe Ex. UK (519).....	178.37	178.37	179.28	116.91	158.69	177.96	-0.3	2.90	178.95
Portuguese Ex. Japan (381).....	151.46	151.46	152.23	99.28	134.94	142.29	-0.5	2.27	151.76
Portuguese Ex. USA (381).....	233.79	233.79	256.08	166.35	236.08	231.65	0.3	2.53	233.24
World Ex. USA (1173).....	166.50	166.50	167.41	109.18	148.38	184.84	0.4	1.83	168.09
World Ex. So. Africa (2116).....	170.37	170.37	171.24	111.67	161.77	148.81	0.1	2.21	168.42
World Ex. Japan (1709).....	180.37	180.37	181.19	118.16	160.59	177.03	-0.3	2.83	180.68
The World Index (2178).....	170.58	0.1	171.45	111.81	151.86	149.04	0.1	2.21	170.48

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EUROPE

Bundesbank rate cuts fails to give bourses a lift

An unexpected cut in discount rate from the Bundesbank did battle yesterday with falling bond prices in Europe and the US, and the bond prices won, writes *Our Markets Staff*.

Mr Joe Rooney, European equity strategist at Lehman Brothers in London, said that the cuts were too little, and came too late to help bourses which saw them, responded momentarily and then waited for New York to open.

Sentiment was then shaken by a story that Iraq had shot down two US helicopters; the later news that they might have been shot down, by mistake, as US fighters did little to improve matters.

However, said Mr Rooney, Lehman was still happier about bourse prospects than it was at the turn of the year: "A number of risks," he said, "have been removed."

Long bond yields have risen, he said, but faster than the brokers expected. Lehman now expects them to decline from their US counterparts, helped by falling inflation in countries like Germany. Further, cross-border selling of European equities this year suggests that many of the aggressive positions taken at the end of last year have been unwound.

FRANKFURT's Dax index,

weak ahead of the Buba news, recovered a token 4 points on the interest rate cuts and then lost them again. The lead indicator closed the session 10.48 down at 2,198.71, and ended the afternoon a mere fraction lower at 2,198.24.

German bourses reported profit-taking after the Buba cuts, and were hit by falling US treasury rates when the Iraq helicopter story appeared. Equities, said traders, had no option but to follow suit.

Turnover rose from DM3.8bn to DM3.9bn. Banks were pre-occupied once again with the potential collapse of the Jürgen Schneider property empire, and the repercussions on their loan loss ratios.

RECRUITMENT

Jobs: A fledgling sector is demanding skills that are rare in the present climate of public and private polarisation

Carnage of chiefs in Tecs battle is leading to new tactics

Norman Stoller, chairman of a successful, rapidly growing company, admits he made a mistake last year in the selection of a new chief executive for the training and enterprise council of which he is the non-executive chairman.

"We chose the wrong man," says Stoller, whose employee-led Tec in Oldham, Lancashire, will next month begin advertising the post again.

Oldham Tec is not alone, however, in having trouble recruiting the chief executives who provide the day-to-day management of Tecs, which are responsible for administering budgets of more than £2 billion a year delivering government funded training and fostering enterprise in their localities.

Figures disclosed this week by the department of employment show that since April 1990, when the first Tecs were set up by the department of employment, 35 of the original 82 chief executives have left their posts.

It is an extraordinarily high level of turnover, probably unmatched by any sector. Some have been sacked

by their boards, others have left by mutual consent. A substantial number, about 20, who were on secondment from the civil service returned to the department of employment.

In some cases, appointment of successors has been controversial. At Kent Tec, for example, the local county council pulled out of talks on merging its economic development unit with the Tec because its candidate was unsuccessful for the chief executive's job.

Commentators on Tecs might conclude that the part-time volunteers who form Tec boards - mostly senior executives - have exercised poor judgment in their selection processes of the individuals who many believe are critical to the success of any Tec. Can they do any better in the future they ask?

In time, as they are able to give greater consideration to what sort of management style they want, is the conclusion of the rash of management and recruitment consultants who are currently working with Tecs.

For the job of chief executive of a Tec, as with a number of jobs that are emerging in bodies such as NHS

Hospital Trusts, has no role model. These new jobs, which are growing in number and which have been specifically targeted by a number of recruitment agencies and newspapers, require both the commercial skills of the private sector and knowledge and sensitivity as to how the public sector works.

Because they are spending public money, recruits must also expect opprobrium if they demand a luxury car and a high salary. Yet, at the same time they will be asked to demonstrate excellent interpersonal skills with their detractors.

Mr David Howells, an independent management consultant, who has worked extensively with Tecs, says: "The specification is truly demanding. Tec boards needs to recruit the Archangel Gabriel, or one of his key henchmen, to do the job. There are a number of people who are truly effective, but their numbers are limited."

An advertisement placed this week for such a £55,000 a year post at Hertfordshire Tec says: "Ideally, candidates will combine sound management experience in industry and commerce, together with public sec-

tor experience, which includes dealing with government departments and agencies".

It is a mixture that is rarely found in the private sector, except perhaps the defence industry, from which some of the most successful chief executives have been drawn.

An advertisement for an NHS Hospital trust will place similar emphasis on not only a keen understanding of the NHS but also the financial disciplines and skills of the private sector.

Such discipline is still generally lacking according to a government report published this week. It said that many hospital and community trusts were failing to meet government financial targets. Managers had to make a number of changes, including tighter financial reporting regimes, as well as making information about their activities more generally available.

NHS Trusts have not yet had the fall-out of senior managers experienced by Tecs, but this may only be a matter of time as boards, made up predominantly from the private sector, become more demanding. At present most manag-

ers posts go to career NHS staff, mainly because the NHS is so "horrendously complicated", according to Mr Alan Bedford, manager of the South Downs Health NHS Trust.

However, according to Bill Phillips, head of public sector practice at PricewaterhouseCoopers, the recruitment consultants, the NHS trusts will need to give much more consideration to how they recruit in the future. "The NHS is unlikely to generate as many senior managers with the requisite skills as it needs," he says. "Therefore it needs to bring in talent from outside. It is how it is done that needs to be considered carefully."

So what is to be done? Boards of Tecs argue that progress in their appointments of senior staff will be made as the role of the chief executive becomes clearer, and they become more adapt at drawing up job specifications.

Stoller's first appointment at Oldham Tec in April 1990 was a civil servant. In line with many other Tecs, he was constrained in his recruitment processes. "Tecs should first consider appointing the training agency manager," said the gov-

ernment. If they decided not to do so, the appointment was limited; the salary could be covered by public funds only up to the average of the relevant civil service grade.

Stoller however is not regretful.

Indeed, he says, he knows some Tecs which initially appointed chief executives from the private sector only to be disappointed at the results. Some civil servants developed the necessary qualities to run a Tec, others did not. Likewise, some private sector people struggled to understand the system.

"In order to get the Tec running

we had to understand government rules, he says. "But, people who have started a business from scratch know that it takes one kind of person to get a ball rolling and that is not necessarily the same person who will get it rolling faster. There are so many things we are involved in now, including income generation, that the job needs a different type of person."

While the newly defined post (for which last year's highly qualified recruit was unsuccessful) is being openly advertised, there is an internal candidate. This is a route that

recruitment and management consultants say may need to be taken more frequently.

"Talent may have to be identified and groomed internally," says Mr Paul Hutt, of Hay Management, which has worked with more than 30 Tecs in developing effective management models.

It is a strategy that some NHS trusts are also adopting, bringing in individuals from the private sector at finance director and similar levels, so that they can be acclimatised to the newer climate before internal promotion.

Perhaps this form of entry into the professions should be considered by the growing number of managers who have been shed by the private sector and are considering jobs in these fledgling sectors where there will continue to be a growth in opportunities. For while the traditional view was that there was either a public sector or a private sector mentality, there are now a growing number of jobs that are neither one thing nor the other.

Lisa Wood

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- A detailed knowledge of the FSA, LAUTRO rules, and regulatory framework. In addition one of the positions requires knowledge of Advertising Standards and the Consumer Credit Act.
- The ability to lead, motivate, train and advise staff ensuring that all accountabilities are achieved.
- Good interview/intergrogation/negotiation/research techniques.
- Communication and persuasive skills, verbal and written.
- A clear understanding of the Life Assurance Industry and of the sales process.

Ideally, applicants will be educated to degree standard, may have a legal or accountancy qualification or have current in-depth experience of the compliance regime.

In return we are offering a salary between £23,500 - £39,000, depending on experience, backed up by a highly attractive benefits package which includes a car. A relocation package will be available for anyone who has to move house.

There is clear potential for further career progression within the Compliance area, or elsewhere within the Group.

To apply please send a full C.V. to:

Steve Knight, Personnel Officer, Sun Life Assurance Society, Sun Life Court, St. James' Berks, Bristol BS9 7SL.

Application should arrive no later than Monday 25 April 1994.

Sun Life offers equal opportunities in employment and welcomes applications from suitably qualified people regardless of sex, marital status, ethnic origin or disability.

SUN LIFE
SUN LIFE

Investment Strategist

International Investment Bank

To £60,000 + Benefits

Superb and unusual opportunity to join small prestigious bank at the start of a significant stage of growth.

THE COMPANY

- ◆ London based investment bank. Well established offshore parent.
- ◆ Product range centres on provision of private client services.
- ◆ Period of intense planned change to business structure and focus.
- ◆ Lead and develop investment strategy for private client stockbroking and asset management business.
- ◆ Evaluate research and conduct economic analysis on full range of international securities products and markets.

- ◆ Present quality ideas to private client team. Make rapid clear recommendations.

QUALIFICATIONS

- ◆ Seasoned securities analyst and investment strategist. Around 15 years relevant experience.
- ◆ Solid private client background. Demonstrate track record of success.
- ◆ Strong presentation and communication skills. Persuasive, credible, authoritative.

Please send full cv, stating salary, Ref N1496
NBS, 54 Jermyn Street, London SW1Y 6LX

City

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Analyst/Fund Manager

Pacific Basin Equities

Excellent Package

Dunedin Fund Managers has a superb opportunity for a bright investment analyst to enhance coverage of emerging markets in Far East.

THE COMPANY

- ◆ Dunedin Fund Managers is a successful and growing global investment management group.
- ◆ £4.5bn under management on behalf of wide range of institutional and private clients.

QUALIFICATIONS

- ◆ Talented graduate with 2-3 years experience as an investment analyst.
- ◆ Excellent team player. Strong communication, interpersonal and influencing skills vital.
- ◆ Must demonstrate ability to work in a systematic and disciplined manner with flair and initiative.

Please send full cv, stating salary, Ref EN1598
NBS, 18 Rutland Square, Edinburgh, EH1 2BH.

Edinburgh

THE POSITION

- ◆ Focus on listed securities primarily in emerging economies of Pacific Basin and other smaller markets in the region.
- ◆ Make recommendations on countries, sectors and individual stocks for implementation across portfolios.

N B SELECTION LTD
a BNB Resources plc
company

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Senior Institutional Equity Sales

Midland Walwyn, Canada's largest financial services organization serving the individual and institutional investor, is actively seeking a senior professional in institutional equity sales.

Based in our London Branch, your years of experience and familiarity with the Canadian markets will enable you to further develop UK based accounts.

We offer an extremely competitive compensation and benefits package. If you possess the above qualifications and wish to join our international Midland Walwyn team, please submit your resume by mail only to:

Corporate Recruiter, Human Resources
Midland Walwyn Capital Inc.
London, England Branch
Boston House, #62-63 New Broad Street
London, England EC2M 1JJ

MIDLAND WALWYN
BLUE CHIP THINKING™

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FIXED INCOME QUANTITATIVE ANALYSIS to £50,000

A major European bank with a strong presence in International Bond Markets wants to recruit an analyst to work in their quantitative fixed income research department. The group provides the analytics to support the market making, proprietary trading and corporate finance activities of the bank.

Ideally you will have a good degree and post graduate qualification in a maths related subject and at least four years experience in a fixed income environment. You should have a good knowledge of term structure, relative pricing and financial modelling.

As a personality you should enjoy accountability as you will work closely with the end-users of your research. You must also have a good feel for markets, the ability to think laterally and be able to present your ideas in a clear and persuasive manner to people of varying technical expertise.

Call Tony Sheppard

MARKETING OFFICER - Major UK Corporates to £35,000+

A leading International bank wants to recruit an experienced marketing officer to work within its marketing team. The team is composed of young professionals (early 30s) and concentrates on marketing the bank's products and services to the top 400 UK corporates.

The successful applicant will immediately assume responsibility for managing existing accounts but will be expected to develop new relationships to significantly expand the bank's corporate client base. As such you will need to be sufficiently experienced in relationship management, have an in-depth knowledge of major UK companies and be able to demonstrate the ability and motivation to develop new business. You must have a broad knowledge of banking products, be educated to degree or ACIB standard and be currently employed within the marketing department of a large bank. As a personality you should be ambitious, articulate, persuasive and be able to work both within a team and under your own initiative.

Call Tessa Beck

AUSTEN SMYTHE SEARCH and SELECTION
127 Cheapside, London EC2V 6DH Tel: 071 600 2862 Fax: 071 726 4290

Corporate Development Analyst

Hanson plc

London

c.£50,000

Owing to internal promotion, unique opportunity for talented and experienced analyst to join a small, dedicated M&A team at the centre of one of Britain's most prestigious companies. Multibillion turnover plc. Excellent profit history with world-wide interests, especially in the US and UK. Market leader across consumer, industrial and building products.

THE POSITION

- ◆ Research, analyse and present recommendations on potential investments.
- ◆ Provide market perspective on current events, liaising with professional advisors, internal teams and Executive Board.
- ◆ Work in small transaction team on deal management and due diligence.

QUALIFICATIONS

- ◆ Graduate, ideally 26-30. Experienced in M&A analysis or corporate finance.
- ◆ Rigorous research and analytical skills. Financial modelling expertise.
- ◆ Effective communicator, comfortable dealing at Board level. Enthusiastic, energetic, flexible, incisive team player.

Please send full cv, stating salary, Ref N1502
NBS, 54 Jermyn Street, London SW1Y 6LX

London 071 493 6392

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Innovative Change Managers

Global Custody Operations

City

Our client is a major player in the investment industry with a successful record based on outstanding customer service. Rapid business development and increasing levels of sophistication have created the need to strengthen the operations support function by the appointment of two senior managers.

The roles require the ability to instigate and implement a radical programme of change, including the implementation and enhancement of systems, the maximisation of processing efficiency and the management, motivation and development of large teams of staff.

Interested candidates should write to Joe Thomas at BBM Associates Ltd at the address below, enclosing a full Curriculum Vitae which should include contact telephone numbers. All applications will be handled in the strictest of confidence.

76, Wating Street,
London EC4M 9BZ

BBM
SELECTION

Tel: 071-248 3653
Fax: 071-248 2814

Senior Service Product Sales

City

Swiss Bank Corporation is one of the world's premier investment banks with a successful and expanding Global Custody and Cash Management business.

To underline the strength of our commitment to this global business, we strive to attract the best sales and marketing professionals, who have proven track records of marketing to the major European banks, financial institutions and corporates.

Ideally you should be from a leading investment bank, MBA qualified, with detailed knowledge of Global Custody and/or

Cash Management. A second European language would be a distinct advantage.

Opportunities are outstanding for those who have exceptional client relationship skills and who can deliver.

Senior sales professionals used to being compensated on a sales performance basis, should write to our consultant, George Corbett, enclosing a full curriculum vitae, at BBM Associates Ltd, 76 Wating Street, London EC4M 9BZ. All applications will be handled in strictest confidence.

Swiss Bank
Corporation

Bloomberg
BUSINESS NEWS

Editors

Global News Service

Based London

Bloomberg Business News, a 24-hour global news service, seeks experienced editors for its London bureau.

Qualified editors will have at least three years experience at a top financial news service or newspaper and will have in-depth knowledge of the business world and financial markets of at least one major European country.

Candidates with strong knowledge of London's financial markets and U.K. companies are especially sought.

Depending on experience, responsibilities will range from line-editing copy to making assignments and managing a reporting staff that files from 12 European bureaus through a central editing desk in London.

Interested applicants should send or fax resumes and any clips to The Freshman Consultancy, quoting reference FT/5/94.

FRESHMAN

The Freshman Consultancy, Coppergate House, 16 Brune Street, London E1 7NJ.
Telephone: 071-721 7361 Facsimile: 071-721 7362

SENIOR MONEY MARKET TRADER

substantial salary plus excellent bonus potential

Our client is the proprietary trading arm of a major international corporation and is a sophisticated and very profitable niche player in the global financial markets. As a result of continuing expansion they are now seeking to recruit a senior dealer to trade short-term non-dollar money market instruments, exploit arbitrage opportunities and actively manage interest rate exposures.

Working as a key member of a small but high profile team, the successful applicant is likely to be a graduate in his/her late 20s with an innovative approach to trading and risk management. A minimum of five years experience trading money market instruments on a proprietary basis at a major financial institution and a detailed knowledge of the UK and European markets is essential. Exposure to derivatives including options, caps, collars, floors and foreign exchange swaps and/or European language skills would be an advantage.

This is an outstanding opportunity for a senior trader with excellent long-term career prospects. The position, which is based near the southern sector of the M25, offers a competitive salary, strongly performance-related bonus, car and relocation assistance.

Please call Jan Perrin on 071 623 1266

Jonathan Wren & Co. Limited, Financial Recruitment Consultants
No. 1 New Street, London EC2M 4TP Telephone 071-623 1266 Facsimile 071-626 5259

JONATHAN WREN EXECUTIVE

ASSISTANT FUND MANAGER

Fixed Income and Derivatives

City Competitive salary + banking benefits

Our client, a prestigious international bank with equivalent to £8 billion under management in London, is seeking to recruit a high-calibre graduate with investment management experience to join its specialist derivative and quantitative fund management team. Initially, the role will entail assisting fund managers in all aspects of portfolio management and product development of their derivatives-based fixed income portfolios. However, it is anticipated that the role will develop rapidly to involve full fund management responsibilities, as the candidate's knowledge and understanding of the products develops.

This is the ideal career move for an ambitious assistant to move into the field of systematic fund management. Reporting directly to the team leader, he/she will be expected to assist in a variety of investment-related tasks and be able to demonstrate flexibility within the team.

Ideally, candidates will be aged 25-30, with at least two years' experience of fund management. A sound knowledge of the international debt markets will be expected, and an understanding of derivatives would be an advantage, although training will be provided in this area.

A good degree in a mathematical discipline and sound analytical and PC skills are essential requisites for this exciting and challenging role.

Interested candidates should send full curriculum vitae, including current salary, to Carol Jardine, Managing Director, Whitney Selection, 17 Buckingham Gate, London SW1E 6LB, quoting reference WS/90/2.

WHITNEY
SELECTION

Assistant Manager

- Credit -

Kuwait Attractive Salary Package

Our client, Kuwait Finance House (KFH), a large investment company in Kuwait, engaged in banking, investment, real estate and commercial operations is seeking to recruit a high calibre executive for its credit department. KFH operates within the guidelines set by Islamic Law (Sharia).

The selected candidate will report to the Assistant General Manager - Credit, and will assist the management in the functions of credit analysis, planning and budgeting. He will also be responsible for developing, reviewing and suggesting improvements to accounting systems and procedures.

The ideal candidate for this challenging position will meet the following eligibility criteria:

- A professionally qualified accountant in mid 30s
- Over six years experience in the financial services sector
- At least three years of experience at a managerial level
- Prior exposure to sophisticated computerised operating environments
- Fluency and proficiency in spoken and written English; ability to speak and/or write Arabic, though not a necessary qualification, will be an advantage.

The post calls for a person with initiative, strong personality and good communication skills. KFH will offer an attractive expatriate remuneration package, commensurate with qualifications and experience.

Interested candidates should submit their CVs, giving career details, salary expectations and two recent passport-size photographs to: Varun Sharma, Ernst & Young, PO Box 74, Safat 13001, Kuwait, superscribing "Ref No: VDS/362" on envelopes. Only shortlisted candidates will be contacted.

ERNST & YOUNG

FIXED INCOME FUND MANAGER

An excellent opportunity has arisen for someone to develop their multi-currency fixed interest expertise within a specialist unit. The company concerned is of medium size, situated in the City, and is acting as managing agents for a number of mutual insurance companies.

The ideal candidate will be a graduate with a minimum of three years' relevant fund management experience and should possess good presentation and communication skills.

Please apply, enclosing a copy of your CV, to:

Box B2392, Financial Times,
One Southwark Bridge, London SE1 9HL

TRADE FINANCE OFFICER

A Trade Finance Officer is sought by a leading international bank to assist in the development of new business and to provide support to an existing team.

The individual must be fully conversant with traditional trade finance products. A minimum of 5 years banking experience is required, ideal age late twenties - early thirties.

The candidate should preferably be PC literate and must be self motivated. A business degree (preferably MBA) or ACIB qualification would be an advantage. Ability to work in a team is essential.

Personal qualities to include the ability to work under pressure without sacrificing quality, have excellent communicative and interpersonal skills and flexibility. Salary 25-30K plus benefits.

Write to Box B2320,
Financial Times,
One Southwark Bridge,
London SE1 9HL

FOREIGN EXCHANGE SETTLEMENTS MANAGER

CITY, LONDON

SALARY c.£35,000-40,000 + benefits

Gerald Limited, London member firm of The Gerald Group, is seeking applicants for a management position in the commodity brokerage and trading business.

The FX Settlements Manager will be responsible for the foreign exchange and bullion settlements department operating on a 24 hour basis from London and New York. Applicants should have five years' settlements experience with physical FX and IMM, Bullion and Options and some accounting knowledge. Computer skills are essential (FX Settlements systems and Windows packages) together with the aptitude to develop such systems.

Probably from a commodities or banking background, the successful applicant will be a team-worker with a hands-on approach who possesses effective communication skills and seeks a challenging role in a meritocratic environment.

Please submit c.v. and covering letter to:

Nikki Vernon-Browne, Personnel Manager,
Gerald Limited, Europa House,
St Katharine by the Tower,
London E1 9AA



CRANFIELD MANAGEMENT DEVELOPMENT LIMITED

Director of the Management Development Unit

Executive Education aimed at senior and middle management is a vital and dramatically expanding activity within Cranfield School of Management. We are seeking a senior management development specialist to direct and further develop the Management Development Unit which markets and delivers both tailored and open General Management Programmes.

The successful applicant will enhance and develop these General Management Programmes by creating and managing relationships with organisations within the UK and overseas. He/she will work in close liaison with the academic subject groups within the Faculty.

As well as comprehensive knowledge of practice in management development, applicants should be able to show evidence of excellent marketing and presentation ability, consulting skills and the capacity to manage the internal structure. International experience would be a considerable advantage.

An appropriate salary and a Company Car will be provided.

For further details of this appointment please telephone Linda Neal, Personnel Administrator, Cranfield School of Management on +44 (0) 234 751122.

BRIDENBERG SECURITIES A/S

COPENHAGEN

Established Securities Company in Denmark wishes to recruit the following professionals:

Experienced Sales Persons

The position requires dynamic persons who are skilled, articulate, and have a sound experience in the sale of US/European equities. The incumbent should also be free to relocate to Copenhagen and accept remuneration on commission only.

(Fluency in English, EC nationals or EC working papers, only.)

Please contact Ms. Petringa at:

Brindenberg Securities A/S,
H.C. Andersen's Boulevard, 13,
DK-1553 Copenhagen, V,
Denmark.

Tel: 45-33 93 85 88 Fax: 45-33 93 85 87

Interest-rate Research for Bonds Markets

A Mathematician with commercial acumen to join a high profile team

City

Swiss Bank Corporation is one of the world's leading international banks. Our global success has given us the strongest possible foundation for long-term growth in investment banking.

In our professional culture, research is seen as a proactive tool and not a passive instrument of business. Two years ago we took the bold decision to develop a world-class, internationally integrated approach to research. Today, that initiative is paying dividends. Far from being behind the scenes, Researchers work closely with sales and trading teams and frequently with clients to formulate needs and strategies. They are highly respected players in a very high profile team.

We are now adding to that team strength in the area of Interest-rate research for Bonds Analysis. It is an opportunity for a Mathematician with exposure to Bonds - possibly in a sales role - or perhaps a PhD with the ability to find solutions to unprecedented problems. The work will range from the analysis of the relative values of inter and intra bond markets to the responsiveness of yield curves to interest-rate changes and their impact on recommended portfolios.

Ideally aged mid to late 20's, you must be assertive and analytical though not ivory-towered. Responsive to the pressure and immediate demands of the trading floor, your commercial acumen as well as your intellectual agility will win the respect of sales and trading partners.

If you have the potential to make this critical contribution to our business, you will be rewarded with outstanding prospects, a salary to match your talent and performance-related bonus as part of a generous package.

Please send your written application to: Lynn Temple, Human Resources, Swiss Bank Corporation, Swiss Bank House, 1 High Timber Street, London EC4V 3SB.

Swiss Bank
Corporation

DATABASE ANALYST

Financial & Derivative Markets

c.£25,000 - £35,000 + car & generous banking benefits - City based

Our client is a major UK financial institution which maintains an extensive database covering global equity securities, derivative instruments, foreign exchange data and proprietary information. Maintained by their Edinburgh-based team of analysts, this database supports the calculation of equity indices and the production of their research publications, as well as their customer services and risk management activities.

Their priority now is to establish a team of data analysts based in London, to take responsibility for promoting knowledge and usage of the database among their internal and external clients in this region. They will also help to develop the range of services it provides.

As a founder member of this team, you must possess a good knowledge of financial markets and derivative instruments coupled with real technical flair. As you will be expected to provide a strong link between London users and the Edinburgh-based team, excellent communication skills and the ability to work as part of a team will be equally critical. Experience of Unix, Fama and Sybase databases is also desirable, but not essential.

Please write with your cv, stating any companies to which your application should not be sent to: Alastair Lyon, Confidential Reply Handling Service, Ref 863, Associates in Advertising, 5 St John's Lane, London, EC1M 4BH.

ASSOCIATES IN ADVERTISING

EQUITY DERIVATIVES TRADER

A major European securities house urgently seeks a trader with 2/3 years experience in derivatives trading to join a small arbitrage desk. The successful candidate will ideally be highly numerate and pc literate, hence a good degree in mathematics/engineering or in business with a quantitative bias is essential.

The applicant must have a strong desire to develop their career in equity derivatives. Salary £65,000 + future bonuses will be commensurate with performance.

For further information please contact Phillip Ashby-Rudd at the address below.

Jonathan Wren & Co. Limited, Financial Recruitment Consultants
No. 1 New Street, London EC2M 4TP Tel: 071-623 1266 Fax: 071-626 5259

JONATHAN WREN EXECUTIVE

SENIOR INT'L. TRANSACTORS

Text Based Asset Finance

Several career opportunities exist with leading London investment - merchant banks for graduate bankers aged 26-35 years with proven ability in structuring and closing high value cross border loan and asset financings. Candidates should also have had exposure to Gulf's Zard's Swap's etc, fluency in French, German or Spanish desirable.

GRADUATE ACA (TAXATION)

Our client seeks an ACA aged c26 years, with specialisation in taxation and ideally knowledge of leasing/asset finance.

MARKETING UK CORPORATES

Two banks seek graduate bankers aged 26-35 years with sound credit analysis documentation experience plus several years top level marketing experience covering major UK corporates. Fluency in French or German highly desirable.

SYNDICATION OFFICER EUROPE

Similar to above with sound documentation pricing underwriting origination/distribution skills.

CONTACT BRIAN GOOCH

NEG £30-£40,000

OLD BROAD STREET BUREAU

Search & Selection Consultants

FIXED INCOME FUND MANAGERS

Three roles exist for graduates with 2-5 years experience of FI buy side. Funds will be available to manage depending upon experience. One role is an AFM position.

INSTITUTIONAL PENSION FUND MARKETING MANAGER

Our client requires a broad generalist capable of identifying new business and presenting to clients. The role will be mainly office based but offers travel within a team environment. Age range 28-40 years. German useful.

NEG AAE

FUTURES BROKERS

PHONE BROKERS x 2 for LIFFE floor with 2-3 years experience of European Markets. £20,000

DESK BROKERS

with 3+ years experience of European Markets both Futures and Options. £25,000

EXPERIENCED PIT TRADER

preferably Bonds/

£20,000

CONTACT EDWIN LAWRIE

65 London Wall, London EC2M 5TU

Search & Selection Consultants Tel: 071-588 3991 Fax: 071-588 9012

Aerospace Finance/Leasing

The Sumitomo Bank Limited

Sumitomo Bank is one of the world's largest banks and Europe's leading arranger of airline debt finance.

The need has arisen for a well motivated individual to take responsibility for originating and structuring financing for the transportation sector.

The successful candidate will be degree and credit educated, probably in his or her late 20s or early 30s, with first hand

experience of asset finance, probably gained in an institution with a track record for arranging finance of this type. Remuneration will not be a bar to the right candidate.

Interested candidates should contact Karina Pietisch on 071 831 2000 or write to her, enclosing a detailed curriculum vitae, at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH. Fax 071 405 9649. Please quote ref. 185962.



Michael Page City
International Recruitment Consultants
London Paris Amsterdam Dusseldorf Sydney

Senior Money Market Sales Executives

Leading Investment Bank

Our client, a leading Investment Bank with a global presence, is committed to the expansion of its Money Markets Sales capability in the UK and Europe. It is in the process of developing a new team which will focus on providing pro-active sales and distribution of money market products to the UK Corporate Market, Central Banks and professional counterparts.

These new positions have been created in response to the Bank's strategic approach to developing their Money Market presence. Already a pre-eminent and highly profitable business, the brief for the new professionals will be to facilitate long term business growth and develop a highly competitive sales business. With a customer list the envy of competitors, these roles are excellent opportunities for skilled sales professionals to extend relationships with existing clients, add new ones and bring an investment bank focus to a traditional money market desk.

The profile demanded for these key positions is an exacting one. Candidates, who are unlikely to have less than 5 years experience, will display a sound knowledge of the cash and derivatives

market, including FRA's and Forward FX. You will have a proven track record in Money Market Sales, combined with first rate distribution capabilities in CDs, BAs and TBills. Finally, the ability to implement strategies, develop a customer base and facilitate long term business growth is also pre-requisite.

Of equal importance to our client, is the personal profile of the individuals. For both roles, candidates must be excellent communicators, with a proven record of developing key relationship contacts. For such individuals, few positions currently exist which afford such genuine business and career opportunities.

Remuneration, based around a first rate salary is highly attractive and is indicative of the high calibre candidates we wish to attract.

In the first instance, interested candidates should contact Karen Gay at Michael Page City, Page House, 39-41 Parker Street, London, WC2B 5LH, quoting reference 183693. Telephone: 071 831 2000. Fax: 071 405 9649. All replies will be treated in complete confidence.



Michael Page City
International Recruitment Consultants
London Paris Amsterdam Dusseldorf Sydney

MORGAN GRENfell Deputy Head Performance Analysis

Morgan Grenfell Asset Management is one of the largest investment management companies in London with £30 billion under management. It has a diverse global client base which includes pension funds, insurance companies, governments, central banks, unit trusts, charities, investment trusts and high net worth individuals.

The performance analysis team is at the leading edge for delivering performance figures and attribution analysis for both external client reporting and internal use. Following a recent internal move, there now exists an opportunity for a talented individual to join the team in the role of Deputy Head. Initially, the most important responsibility will be to take a leading role in the development, testing and implementation of new performance analysis systems. In addition, the deputy will be responsible for a day to day management and development of the department and in his absence, for deputising for the Head of Performance Analysis.

Preference will be given to applicants with at least

two years' experience of investment performance analysis including performance reporting standards (both UK and US), the construction of complex benchmarks and knowledge of CATS and WMs. However, individuals with knowledge of investment performance measurement gained in other backgrounds will also be considered such as fund management or accountancy.

Candidates are likely to be graduates and will have mathematics to at least A-level standard. They will also possess excellent written and oral interpersonal skills and computer literacy. Ideally, candidates will be able to demonstrate some experience of management. This position is an excellent opportunity for a high calibre individual who is ambitious to succeed within a dynamic and fast-growing environment.

For an initial discussion, please contact Elisabeth Bancroft or Paul Wilson on 071 831 2000 or alternatively, write to them at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH. Fax: 071 405 9649.

Michael Page City
International Recruitment Consultants
London Paris Amsterdam Dusseldorf Sydney

STERLING MONEY MARKET DEALER

Bradford

£negotiable + benefits

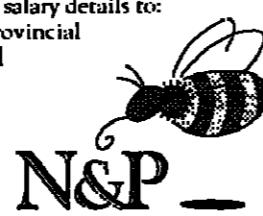
N&P's Treasury team continue to expand and are looking for a dealer with a comprehensive knowledge of sterling money markets. Experience will give you a broad understanding of the impact of environmental changes and economic events upon the financial markets, and an ability to demonstrate resilience, flexibility and commitment in your approach.

Working within an integrated team environment allows for opportunities to develop into both non-sterling and off balance sheet markets, appealing to someone who will relish the challenges facing the changing personal financial services sector.

As an innovative Financial Services Organisation, a highly structured reward package is offered which is flexible dependent upon your skills and experience. The package comprises a basic element, with a quarterly payment related to achievement, together with a flexible benefit scheme which includes an immediate concessionary mortgage and relocation assistance where appropriate.

Please write with full personal, career and salary details to: Angela Stevens, HR Adviser, National & Provincial Building Society, Provincial House, Bradford BD1 1NL.

Please note we have a no smoking working environment. N&P are committed to achieving Equal Opportunities.



National & Provincial Building Society

CLIENTS STOCKBROKING PRIVATE CHARTERED BANK

A leading London Private Client Stockbroker is seeking an ambitious and experienced private client fund manager for its well established Guernsey office.

Ideal candidates will have the proven ability to manage the substantial portfolios of existing clients and experience in winning new business. Local market qualifications are an advantage and age is not a factor.

An attractive remuneration package includes participation in a local bonus scheme.

Please apply in the first instance to:

Rupert White Esq,
David Sheppard & Partners Limited,
21, Cleveland Place, London, SW1Y 6RL.
Fax: 071-839 3649

APPOINTMENTS WANTED

EXECUTIVE SEARCH & SELECTION CONSULTANT

Mid 30s, privately educated, creative recruitment professional with 12 yrs exp, including recruitment consultancy set ups and business development. Focus has been in senior accountancy apps, has also dealt with some Corporate Finance appointments. Wishes to join progressive recruitment firm in Central London and, ideally, concentrate in Corporate Finance recruitment.

Write to Box A2000, Financial Times, One Southwark Bridge,

London SE1 9HL

MANAGER - COMMERCIAL BANKING

N M Rothschild & Sons Limited is a leading international merchant bank with a strong reputation for the quality of its banking services. The Banking Division is currently expanding its corporate lending activities to take advantage of an increasing number of business opportunities in the commercial, industrial and property sectors. As a result, an opportunity has arisen for an experienced banking professional with senior management potential to strengthen the established London-based team.

The successful candidate will assume significant corporate lending responsibilities and will be involved in marketing activities and other special projects. The wide variety of the Banking Division's work includes exposure to MBOs, syndications, acquisition finance and property loans: the environment is both challenging and highly supportive. Personal development prospects are excellent.

Candidates should be graduates with several years' relevant commercial banking experience and well-developed client skills. First-class analytical powers and a strong marketing orientation are essential, while a legal or accounting background could prove advantageous.

The remuneration package for this manager-level appointment is designed to attract high-calibre candidates: a competitive starting salary will be backed by an extensive range of benefits including profit-sharing and company car.

In the first instance, please send your full curriculum vitae, in the strictest confidence, to Rodney Loudon, Personnel Director, N M Rothschild & Sons Limited, New Court, St Swithin's Lane, London EC4P 4DU.



N M ROTHSCHILD & SONS LIMITED

Risk Management

International Capital Markets

London

£50-60,000

Our client is the capital markets subsidiary of one of the world's premier banking organisations. Continued expansion and an increase in trading activities has created an exceptional opportunity for an experienced RISK MANAGER to join their capital markets division.

The successful candidate will be responsible for all aspects of risk management which arise from the underwriting, trading and sales of debt, equity and derivative products. Initially the main area of responsibility will lie in the implementation of systems and procedures to ensure that all aspects of risk are properly assessed, managed and reported. The role will also involve the development of risk controls which will necessitate a familiarity with:

- Interest Rate Management techniques.
- Risk monitoring techniques.
- Fixed Income and complex derivative products.
- Hedging strategies.

Initially, reporting to the Head of Risk Management, the successful candidate would be expected to assume this role in the near future. Candidates of interest are likely to be numerate graduates with at least 2 years direct experience within a risk management department as well as several years experience within the capital markets area of a reputable financial institution. A knowledge of counterparty risk and credit issues would also be an advantage.

This is an excellent opportunity for a highly motivated self-starter with excellent communication skills to join an expanding organisation committed to further growth and development.

Interested candidates should write to Gavin Starling at Michael Page City, Page House, 39-41 Parker Street, London, WC2B 5LH, quoting reference number 185428. Fax 071 405 9649 or alternatively telephone 071 831 2000 for an initial discussion.



Michael Page City
International Recruitment Consultants
London Paris Amsterdam Dusseldorf Sydney

ANALYST/STRATEGIST Derivatives Trading

Competitive salary + benefits - London

Our client, a leading international investment bank, is looking to recruit a derivative trading professional to construct, test and implement trading strategies for international derivatives products. The person appointed will also assist in the development, pricing and risk management of equity structured products.

To qualify you must have a Ph.D in theoretical physics, exceptional mathematical skills and experience of using time series analysis techniques. You must also be familiar with both international equity and fixed income

markets, possess a knowledge of term structure evolution models and have had exposure to the following computer languages and analytical tools: 'C', Splice A+, Expo, Speaker and Wingz.

To apply, please send a full cv, quoting ref 862, to: Alastair Lyon, Confidential Reply Handling Service, Associates in Advertising, 5 St John's Lane, London EC1M 4BH.

Please state any company to which your application should not be sent.

ASSOCIATES IN ADVERTISING

BOND SALES

LTCB International Limited is the London-based capital markets subsidiary of The Long-Term Credit Bank of Japan, Limited, one of the world's leading banking organisations and is the European flagship for securities operations. As part of our continued expansion, following the opening of our securities company in Tokyo last year, we are looking to recruit additional sales staff to complement our current team. Applicants should have 2/3 years' sales experience, have an existing client base and a good track record of selling to major institutions. Areas of coverage would principally be France, Benelux and Germany.

Applicants should send a comprehensive CV and details of their current remuneration package to:

Vivien Karam, Associate Director - Personnel,
LTCB International Limited, Albion Gate,
125 London Wall, LONDON EC2Y 5AH. Fax: 071-814 9880



LTCB International Limited

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Al Bank Al Saudi Al Fransi
The Caring Bankالبنك السعودي الفرنسي
بنك عالمي**Al Bank Al Saudi Al Fransi, one of the leading banks in Saudi Arabia, and affiliated to Banque Indosuez, offers the following exceptional opportunities:****Senior Dealer, Money Market****The company:**

Al Bank Al Saudi Al Fransi (Saudi French Bank) Riyadh, Saudi Arabia.

The role:

- Working with a team of four traders.
- Manage the Bank's liquidity in USD through balance sheet and off balance sheet operations.
- Good knowledge of derivative products.
- Supports the Corporate desk with quotations and views of the market.
- Works closely with Group Treasury Management on analyzing and advising interest rate risks.

The person:

- Minimum 2 years experience as senior dealer or 3 years as dealer preferably with a large bank.
- Knowledge in forwards, strong economic analysis.
- Age: Between 25 to 40 years.

Dealer Money Market and Forwards.**The company:**

Al Bank Al Saudi Al Fransi (Saudi French Bank) Riyadh, Saudi Arabia.

The role:

- Working with a team of four traders.
- Running small forwards book in DEM-STG-FRF-YEN.
- Good knowledge of derivative products.
- Supports the Corporate and the margin trading desks with quotations in the above currencies.
- Assists the Deputy Chief Dealer in the USD cash and off balance sheet operations.
- Emphasis on funding, strategy, analysis of risks and interest rate positions proposals.

The person:

- Minimum 2 years experience as dealer preferably with a large Bank.
- Good knowledge in economic analysis.
- Age: Between 25 to 40 years.

Remuneration:

- Attractive tax free salary.
- Housing, transportation and travel allowances.
- Bonuses and incentive scheme.
- Medical insurance scheme.

Please write enclosing full curriculum vitae to Bank Indosuez, 71 Queen Victoria Street, RBC Center, London EC4V 4DE
Human Resources Department Attn. Ms. Shirley Lynas quoting Saudi French Bank.**GERMAN SPEAKING
SALES
PROFESSIONAL
FINANCIAL MARKETS
INFORMATION SERVICES**

Based Frankfurt

Thomson Financial Services (TFS) is a leading provider of proprietary information products and delivery services to the global financial and corporate community. With 33 offices and over 2500 employees around the world, TFS is a dynamic, client-oriented and rapidly growing organisation.

The Technical Data division delivers real-time data for fixed-income, forex and capital markets to dealers and analysts via the Telerate network. On 16 market-specific services, our global team of experts produces both technical and fundamental analysis and trade recommendations.

We're now seeking a high-calibre Sales Executive, fluent in German and experienced in the financial markets, to develop business from Frankfurt. The brief will be to develop existing accounts, identify new business opportunities and expand the customer base. A close working relationship with third parties, especially Telerate, will be an important aspect.

With a broad knowledge of the global financial marketplace, from forex to fixed income, you should have at least two years' proven sales experience, ideally in a similar information services environment. Whilst product training will of course be provided, you must have the knowledge, the credibility and the personality to make an immediate impact.

An excellent package is on offer, and the prospects are outstanding. Please write with your cv and covering letter, quoting ref 94153, to Jo Atram, Personnel, Thomson Financial Services Ltd, Aldgate House, 33 Aldgate High Street, London EC3N 1DL.

THOMSON
FINANCIAL SERVICES**PROPRIETARY TRADER**

An American investment firm seeks a proprietary trader. The candidate should be at most thirty years old and have at least five years' experience trading non-dollar government securities, derivatives, money markets and currencies. The candidate should also have a strong mathematical background and arbitrage experience with the ability to apply these to computer systems. Knowledge of at least two foreign languages is required.

Please apply to Box B2001, Financial Times,
One Southwark Bridge, London SE1 9HL.

Executives Corporate Finance

Due to growth in our corporate finance business both in the UK and internationally, we are seeking to recruit additional high calibre executives. The successful individuals will work in close-knit teams and will be responsible for the provision of corporate finance services to clients on a global basis.

Specifically, we have opportunities in the following areas:

General Advisory

Graduate ACAs and Lawyers with a strong academic background and excellent communication skills. Successful candidates are likely to have between 6 months and 3 years post qualification experience.

Alternatively, candidates for the international teams may be MBA qualified with fluency in a minimum of 2 languages.

Privatisation

An executive to join our global privatisation team. Candidates must have a minimum of 4 years relevant experience including previous privatisation work and should possess excellent interpersonal skills.

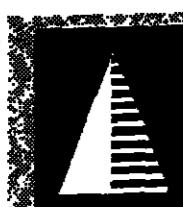
Asia

An individual to join the Asia department focusing on the underwriting of equity and equity linked issues. The successful candidate will be a graduate with 2 to 4 years exposure to capital markets and must be able to demonstrate a genuine interest in and commitment to the Asian market.

Benefits include an attractive remuneration package, performance related bonus, mortgage subsidy and the opportunity to develop an outstanding career based on individual merit.

For further information contact our recruitment adviser Jon Vomk on 071-408 1312 (071-720 1527 eves/w'ends) at Marks Sattin, Financial Recruitment Consultants, 18 Hanover Street, London W1R 9HG.

Kleinwort Benson



European Credit Analysts

The Global Markets Credit Department of Bankers Trust manages counterparty risk assessment for the Bank's trading business, covering the full range of proprietary and client trading. Counterparties include financial institutions and sovereign or sovereign-related entities, with the emphasis on complex structures. As a result of internal promotion and expansion, the Bank seeks three Senior Credit Analysts to cover the UK, French and Scandinavian markets respectively.

THE ROLES

- Work proactively with marketing officers and traders to ensure a continuing flow of profitable business, and advise on deal structures.
- Visit customers both independently and with marketing officers to gather relevant information, assess company management and negotiate on the structure of transactions.
- Review and analyse financial and industry information relating to existing and potential counterparties.
- Conduct detailed studies of specific sectors to aid the Bank's marketing efforts through better understanding of related risks.

Please apply with a full CV and salary details, quoting reference 1002/X for the French role, 1002/Y for the UK role and 1002/Z for the Scandinavian role.

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Corporate Analysis

Can you see business opportunities where
others see only figures?

Edinburgh

Standard Life is Europe's largest mutual life assurance company with assets under management exceeding £37 billion and operations in the UK, Canada, Ireland and Spain. We are looking for opportunities to expand our business into new products and markets.

We now wish to recruit corporate research analysts to join our existing team which investigates new business opportunities. Your investigations into potential investments and monitoring of financial sectors will enable you to make informed recommendations about new product or business opportunities for the company. In short, you will help to promote our diversification strategy.

You would be expected to have strong commercial awareness, initiative and analytical skills, and the ability to effectively communicate your ideas. You should be educated to degree level and have commercial research experience ideally either in a particular financial sector and country, in investment analysis or in mergers and acquisitions work. Knowledge of a leading foreign language would also be advantageous.

At Standard Life we are committed to training and developing our people to enable them to fulfil their potential to meet the needs of the company. A competitive salary will be offered plus a full range of benefits including house purchase loan scheme, non-contributory pension and private medical cover.

Please write with full cv and details of your current remuneration quoting ref: 925/FT to: Carolyn Scott, Recruitment Officer, Standard Life Assurance Company, 40-42 George Street, Edinburgh EH2 2LE by 27th April 1994.

**STANDARD LIFE**

OPERATIONS SPECIALIST

Excellent salary and benefits
New York based

Morgan Stanley Trust Company is looking to recruit a specialist for its Operations Department, based in New York.

This newly created role will involve international securities lending operations, tracking dividends and corporate actions, income collection as well as client liaison and reporting. Operations experience with the broker/dealer community will be a pre-requisite. The successful applicant will be required to spend two to four years in our New York operations area.

Whilst a degree level education is preferable, a proven track record is seen as the primary qualification for this appointment. The ideal candidate, probably in their mid to late 20s, will have three to five years' experience in the Securities Lending or Settlements Operations area of a major financial institution. Candidates must be bright, self-motivated and possess well developed interpersonal skills which will ensure their success in a team oriented environment.

This is an opportunity which offers both immediate responsibility and excellent career potential within one of the world's leading investment services firms.

Applications in writing including a full CV should be sent to: Sarah Jenkins, Morgan Stanley UK Group, 25 Cabot Square, Canary Wharf, London E14 4QA.

MORGAN STANLEY & CO. INC.

HEAD OF CREDIT RISK

Equities division of a major financial institution

Excellent salary and package · City based

Our client is a major UK institution, covering the full range of trading activities Treasury, Equities and Capital Markets. They are seeking a Head of Credit, Equities, responsible for all credit-related issues in an environment trading complex derivative instruments across both corporate and institutional clients. You will be educated to Graduate or Masters level, with at least five years' credit/counterparty work experience and a good knowledge of equity and derivative products

and markets, probably gained in a US house. You will possess strong interpersonal skills and an ability to work with all areas of the business, implementing business objectives without impeding them or compromising control standards.

Please write with your cv, stating any companies to which your application should not be sent, to: Alastair Lyon, Confidential Reply Handling Service, Ref: 865, Associates in Advertising, 5 St John's Lane, London EC1M 4BH.

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Designing and building tomorrow's HR structures is a sophisticated, continually evolving business. At Reed our reputation is founded on a culture of innovation - where the obvious is never assumed to be the definitive solution and where new ideas are nurtured. It's a philosophy that has made us Britain's largest recruitment agency.

As we enter a new phase of increasing prosperity a key position has been created for an assured professional, with management experience, to play a pivotal role between two of our leading divisions - Reed Employment and Reed Accountancy. Specifically your brief will be to exploit this dual resource in order to develop new products and services which, in turn, can be used to create and capitalise on business opportunities.

This will require a knowledge of the financial services sector, together with an informed understanding of their unique needs. Much of your success will rely on your ability to encourage new attitudes, challenge existing perceptions and design and deliver innovative HR solutions to meet complex requirements. Your natural creativity should be complemented by obvious commercial flair and the ability to "know an opportunity when you see one".

*Applications should be made to
Ann Rennie, Director Of
Human Resource Strategy,
Reed Personnel Services plc,
104 New Bond Street, London
W1Y 9LG.*

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MashreqBank 

Over its 26 year history, MashreqBank has evolved into one of the leading Financial Institutions in the United Arab Emirates. We now seek results-oriented Relationship and Credit Officers for our Commercial Banking Group in the U.A.E.

RELATIONSHIP & CREDIT OFFICERS

If you have five to twelve years experience in Credit/Marketing in an International Bank, fluency in Arabic, a degree in business or accounting and a proven ability to manage business relationships, successfully, then send your curriculum vitae to:

MASHREQBANK

LONDON BRANCH,
P.O.BOX 97, BAVARIA HOUSE,
13-14 APPOLD STREET
EC2A 2BD or FAX: 071-410 0832

OPERATIONS MANAGER - Package c.£60,000 INVESTMENT ADMINISTRATION

This firm has a pre-eminent reputation in the global securities market and is now in a position to recruit its first operations manager for its fund management arm. The role will be extremely varied but centres on the management of a small, professional, tight-knit team of investment administrators working in a pressurised environment. In addition, the firm is dedicated to improving systems and procedures, providing an environment of constant change and development which generates extensive ad-hoc project work. The position requires someone entrepreneurial, who is looking for a highly visible, influential role in a company with a flat management structure. Suitable candidates will have a minimum of five years experience in investment administration at senior level with a good product knowledge and advanced IT skills.

Please contact Stephanie Devine

HEAD OF CREDIT c.£60,000
This is a new position, brought about by the return to the United States of the present incumbent. The job calls for a seasoned credit professional to take over all risk management procedures for this mid sized commercial bank, reporting to the Chief Executive in London. Experience of grading loans and dealing with the OCC will be a distinct advantage.

Please contact Brenda Shepherd

Fax 071-626 9400 Cleary Court, 21/23 St. Swithin's Lane Telephone 071-626 1161
London EC4N 8AD Financial Recruitment Consultants

SHEPHERD LITTLE

MANAGER - CASH MANAGEMENT

c.£45,000 + bonus + flexible benefits

THE ROLE

An increasing number of transactions and the need to enhance procedures and computerised systems make this a high profile appointment. The role demands strategic thinking as well as the ability to identify and resolve operational issues, especially when considering the impact of new products upon cash and liquidity management.

Initially leading a team of twelve, you will have complete responsibility for the management and future development of the functions controlled by the Cash Management area.

The role will encompass the management of relationships right across the firm and reports into a demanding but very supportive senior management team, who operate within a meritocratic culture.

To progress your interest in this challenging appointment, contact Susan Milford at Carrington Heath, City Business Centre, 2 London Wall Buildings, London EC2M 5PP, quoting reference 148955. Tel: 071 628 4200 (eve. 0483 37480) Fax: 0483 576724

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on
071 873 4054

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on
071 873 3351

To an organisation as ambitious as the Royal Bank of Scotland, a period of considerable change represents a period of considerable opportunity. Not least in the promotion of specialist business areas such as Payment Services.

Vital to the Bank's front-line operations, the activities of our Payment Services department cover all forms of cash/cheque payment and money transmission. We now require two Managers to head up newly created business teams in Edinburgh and London. Reporting to the Director of Payment Services, you'll be responsible for product management and support in both the retail and investment banking arenas. You'll lead strategic initiatives - designed to accelerate the growth of profitable business in this field.

MANAGERS - MONEY TRANSMISSION SERVICES

PACKAGE TO £45K
EDINBURGH & LONDON

to Alison Yeoman, Personnel Manager, Personnel Department, Royal Bank of Scotland, 42 St Andrew Square, Edinburgh EH2 2YE. Fax: 031-557 2845.

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of Scotland**

WHERE PEOPLE MATTER

COMPLIANCE OFFICER

The position will be expected to:
- maintain and enhance a Compliance infrastructure for the Division as a whole in Germany which will include assisting Senior Management to establish, encourage and implement appropriate compliance standards across BZW;
- advise in respect of the German securities industry regulatory, legislative and market developments; and
- establish an on-going surveillance function.

Given the nature, complexity and scope of the position it will be provided with

BZW is expanding its operations. For the right individual there will be opportunities to contribute to the further development of the business. Salary and benefits will be commensurate with experience. Interested applicants should write enclosing a complete CV to Carsten Kengeler or contact him ahead of their formal application on 00 44/3 85/36 33 12 this Saturday between 4 and 6 pm.



BARCLAYS de ZOETE WEDD DEUTSCHLAND GMBH
BARCLAYS BANK PLC Frankfurt Branch
Bockenheimer Landstraße 38 - 40, D-60323 Frankfurt/M.

APPOINTMENTS WANTED

VIETNAM

German Businessman, 49 yrs with 4 yrs working experience in Vietnam with best connections to government agencies, ministries, business community as well as very good understanding of the Vietnamese mentality is looking for challenge in trade/industry or service business incl. shipping/ freight forwarding.

Please write to Box B2388,
Financial Times, One Southwark Bridge, London SE1 9HL

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Hong Kong

Our client is a major force in investment banking globally - pre-eminent in the creation, trading and distribution of securities and derivative products and a leader in risk management. Success built on financial acumen and capital strength is re-enforced with a strong focus on client relationships.

There is a requirement for a high calibre individual to join the controllers team in Hong Kong. The control function is pivotal to the organisation and works in close partnership with traders, sales people and operations teams, advising on the pricing, strategy and profitability of complex financial instruments.

The individual should be a qualified accountant with a strong knowledge of derivative instruments and be stimulated by the intellectual challenge of working with complex products and not afraid to use their initiative.

Morgan & Banks
INTERNATIONAL

Substantial package

A knowledge of Hong Kong and the Asia Pacific region is required.

Confidence, assertiveness and the ability to rapidly establish credibility with the trading floor are key to success in this role. Excellent communication and interpersonal skills and attention to detail are pre-requisites.

The competitive remuneration package includes a merit based bonus scheme and a housing allowance if appropriate. This organisation prides itself on attracting outstanding individuals and the career opportunities are excellent.

For further information in the strictest confidence, please send your resume to: Raj Munde, quoting reference number 9/1678, to Morgan & Banks Plc, Brettenham House, Lancaster Place, London WC2E 7EN or if you prefer, call on 071-240 1040. Fax: 071-240 1052.

c.£50,000 + Banking Benefits

You will either be: fulfilling a similar role in a recognised institution but looking for a more genuine level of business involvement or; a qualified ACA at Manager level within the profession with significant exposure to capital markets and the associated regulatory issues.

This position should not be seen in an administrative form filling context. Rather, it is an outstanding opportunity to join one of the best known names in the securities markets in a creative role that actively influences the day to day trading of the bank. You will be involved in the latest developments in the capital markets whilst also building on your financial and management skills.

For further information in the strictest confidence, please send your resume to: Tim Musgrave, Ref: 22/1679 at Morgan & Banks Plc, Brettenham House, Lancaster Place, London WC2E 7EN or if you prefer, telephone 071-240 1052.

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**USE YOUR ACCOUNTANCY EXPERTISE
IN BUSINESS DEVELOPMENT
GLOBAL CUSTODY**

C.£45,000 + BANKING BENEFITS

LONDON BRIDGE

To apply, please write enclosing your cv to Sue Bertram-Smith, Vice President, Human Resources, Citibank N.A., PO Box 200, Cottons Centre, Hoxys Lane, London SE1 3QT. Alternatively, you may fax your cv to us on our confidential number: 071-234 5279.

CITIBANK
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Financial Controller

North West

c.£35,000 package, car, benefits

Decentralisation of c.£100 million turnover division of well established UK plc creates need for commercial finance professional. Key role to support Managing Director and compliment existing management team in profitable, expanding, c.£10 million turnover subsidiary engaged in importing and distribution of branded consumer products.

THE ROLE

* Report to Managing Director with functional responsibility to Divisional Financial Director. Total responsibility for Financial Management of three discrete brands. * Enhancement of Management Information Systems to support executive decision making and impact upon profitability. * Total involvement in commercial and strategic decision making process.

THE QUALIFICATIONS

* Graduate Qualified Accountant. Late twenties/early thirties. Self motivated with high degree of commercial acumen and potential to progress quickly to Board level. * Previous experience of profit centre responsibility in branded goods environment preferably with sound appreciation of legal requirements of concessions. * Ability to promote change coupled with strength of character to deliver.

Please reply in writing to BHM Search & Selection 4th Floor Emco House 5/7 New York Road Leeds LS2 7PL enclosing a full curriculum vitae and quoting Reference BHM 10075. Telephone 0532 467033 Facsimile 0532 433691.

IRIM
SEARCH & SELECTION

**HEAD OF
ADMINISTRATION**

Expanding City firm of headhunters seeks to appoint a Head of Administration who will take over the day-to-day running of the company from the Managing Director.

The person appointed will be a chartered secretary/accountant, computer literate, a graduate and within the age range 35-45. Experience of working within a partnership style firm is desirable. An outgoing personality, tact and the ability to work in and contribute to a team environment will be vital.

The remuneration will be competitive and should not be a limiting factor for the right candidate.

Please write to

**Baines Gwinner Limited, 1 Founders Court, London EC2R 7HD
or telephone Sue Hutchings on 071-600 1414**

Global Investment Bank

This firm is one of the world's premier full service investment banking and securities houses. They are leading players in all major markets with particular strength in the trading of fixed income and innovative FX products including the associated derivatives.

Reporting to the European Financial Controller, the head of the regulatory section fulfills a particularly high profile and proactive function significantly beyond that normally associated with regulatory reporting.

In addition to managing a small team responsible for the preparation of the returns to the various bodies including the SFA, you will act as the interface between the front office and the regulators. The traders refer all the more innovative and complex deals to the regulatory controller for assessment. You will work with them in structuring the deals appropriately and negotiating where necessary with the regulators over the interpretation of the capital adequacy rules.

c.£50,000 + Banking Benefits

You will either be: fulfilling a similar role in a recognised institution but looking for a more genuine level of business involvement or; a qualified ACA at Manager level within the profession with significant exposure to capital markets and the associated regulatory issues.

This position should not be seen in an administrative form filling context. Rather, it is an outstanding opportunity to join one of the best known names in the securities markets in a creative role that actively influences the day to day trading of the bank. You will be involved in the latest developments in the capital markets whilst also building on your financial and management skills.

For further information in the strictest confidence, please send your resume to: Tim Musgrave, Ref: 22/1679 at Morgan & Banks Plc, Brettenham House, Lancaster Place, London WC2E 7EN or if you prefer, telephone 071-240 1052.

c.£35,000 + benefits

Financial Planning Manager—Spain (ex-pat. package) The position, after an initial induction period in Watford, will be based in Madrid. Working closely with the Finance Director, the individual will have responsibility for providing and analysing financial information for planning, reporting and project evaluation for the operations in Spain. Fluent Spanish is a pre-requisite. Ref: 9/1680.

The ideal candidates will be qualified Accountants with a strong academic background, aged between 27 and 33, with at least two years commercial treasury experience or five years commercial accounting experience. A second European language would be a distinct advantage. The individuals should also have excellent presentation and communication skills and show the energy and enthusiasm to thrive in a challenging environment.

The package will include a salary dependent on experience, a company car and a company performance related bonus. The career opportunities within the group for high calibre individuals are outstanding.

For further information in the strictest confidence, please contact our advising consultant Raj Munde on 071 240 1040. If you prefer, send your resume quoting the appropriate number to Morgan & Banks Plc, Brettenham House, Lancaster Place, London WC2E 7EN.

Cadbury Schweppes

Management Accountant

South Hampshire

c.26K, car + benefits

Our client is a contracting and construction company serving the South West of England and is a subsidiary of a major UK construction group. Over many years, it has developed an excellent reputation which enables it to deal successfully with multi-million pound projects as well as small schemes. As a result of a growing order book and confidence in the future of the region, the company has decided to establish a new position of Management Accountant reporting to the Regional Finance Director.

The new accountant will be responsible for the preparation of monthly management accounts, conduct profitability and variance analysis, prepare budgets and be responsible for the development of innovative management reporting procedures. An involvement in the day to day accounting procedures will also be required.

The ideal candidate will be ACMA/ACCA qualified, aged late 20's with 2 to 3 years commercial post qualification experience in a practical, hands-on environment. Applicants must be results-orientated, bright and robust. Familiarity with computerised systems and spreadsheet applications is essential.

Please write in confidence, enclosing career and salary details to Tony Saw, quoting reference W2724.

KPMG Selection & Search
1-2 Dorset Rise, Blackfriars, London EC4Y 8AE

"creative influencer in the audit arena"

OPERATIONAL REVIEW

If you simply see an internal operational review function as checking up on how other managers do their jobs, then this role is definitely not for you. What we're looking for is someone with superb technical expertise, linked to strong interpersonal skills - with a touch of the visionary thrown in for good measure!

THE POSITION

- Reviewing all airline operational areas to minimise exposure to financial risk.
- Focussing on financial systems and procedures in a complex, international business.
- Detailed and "hands on" whilst supplying the professional overview.
- Supportive and enlightening, rather than critical and adversarial.

THE PERSON

- Qualified A.C.A. with a background in auditing large organisations.
- Must have significant commercial experience outside of the profession, ideally within a similar role.
- Analytical with extensive knowledge of systems.
- Capable of developing the function from scratch - energetic and determined self-starter.
- Able to spot the unconventional solution when appropriate.

For more information, candidates should apply in the first instance by sending a current Curriculum Vitae to our advising consultant: Ron Irving, Managing Director of The Hamilton Irving Consultancy at No 6 Baron's Gate, Rothschild Road, Chiswick, London W4 5HT. Naturally we guarantee the strictest confidentiality to all applicants.

WEST SUSSEX
c. £27,000
per annum
+ Benefits

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Project Manager

for the development of

Activity Based Costing

A Europe-wide initiative in international banking

to £40K + full banking benefits - City

A portfolio of innovative products and services, matched by a presence in all the major financial centres, serves to maintain J.P. Morgan's reputation as one of the world's premier banking and securities firms.

The Global Technology and Operations Financial Control Unit works closely with the business areas to optimise efficient resource management. Activity Based Costing (ABC) is now regarded as a critical initiative in this respect, and we are seeking a skilled ABC practitioner to develop and implement the methodology for all operations throughout London and Europe.

To have the confidence, credibility and capability for the project, you will need to be a graduate chartered accountant with seven to ten years broad-based experience in industry. This will have included management of ABC projects, with your most recent experience being focused on ABC implementation in the financial services sector.

An effective communicator and team motivator, you are now looking at the chance to play a key role in an initiative unrivaled in the international banking sphere. The career prospects are exceptional and the rewards outstanding.

Please write with your cv to Paul Barry, CTO Financial Recruitment, J.P. Morgan, 60 Victoria Embankment, London EC4Y 0JF.

JPMorgan

FINANCIAL PLANNING ANALYST

North London

£28,000 + Bonus + Benefits

This major UK retailer comprises several well known names and boasts sales in excess of £1bn. It prides itself on the ability to interpret demand and anticipate change, and leads the marketplace through customer loyalty and quality personnel.

The Financial Services division is an integral part of the group, contributing to its overall profitability.

The company seeks an outstanding individual to identify profit improvements and input financial expertise to management decision-making. The position reports to the Financial Planning Manager. You will play a key role in determining the success and profitability of new business areas and product lines. This will include pre- and post-marketing campaign analysis, together with forecasting and budget schedules to highlight areas for continuing improvement, along with ad hoc project work.

The successful candidate will be a recently qualified ACA with first time passes from a 'Top 6' firm, and also possess a good honours degree. You will demonstrate first rate analytical and interpersonal skills combined with a task orientated and motivated approach. You will also seek a fast track career opportunity within a quality business.

Interested candidates should contact Brian McCreery at Harrison Willis on 071 629 4463 (081 875 1068 evenings/weekends), or send a full CV to the address below (fax 071 629 3937) quoting BM 304.

HARRISON & WILLIS
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Cardinal House, 39-40 Albemarle Street, London W1X 3FD. Tel: 071 629 4463

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GROUP FINANCIAL CONTROLLER

Reverse takeover... Recently quoted Plc

Bristol

UKSafety plc was formed in May 1993 as the result of the reverse take-over of Television South West Plc (TSW) by UK Safety Group Ltd (itself created as a result of an MBO in 1988). Already a leader in the expanding personal protective equipment market the new company is committed to business development organically and by acquisition.

This new role, reporting to the Group Finance Director, requires a high calibre accountant aged under 40 with previous manufacturing experience preferably in high volume production. Based at group headquarters in Bristol you will have responsibility for coordinating monthly results from the four trading divisions, liaising with local management, reviewing their performance and ensuring all internal controls are

To £40,000 + car

operating efficiently. A sound systems understanding of networked PCs is essential as is the ability to communicate effectively with internal management and external advisors. Strong interpersonal skills and the drive and commitment to work within a small dedicated team are critical.

Having achieved the first phase of its development from MBO to public quotation... the business now has the platform for real growth. The prospects for both the company and the individual are therefore outstanding.

To apply please write with full CV, current referees and a £25 stamp to: Mrs G. O'Neill, HR Manager, UKSafety plc, 1000 Colston Avenue, Bristol BS16 3JG. Closing date: 11th May 1994.

WHEALE • THOMAS • HODGINS • PLC

Outstanding Opportunities - UK Stockbroker

Newly/Recently Qualified ACAs to £30,000 + Bonus + Benefits

Our client is a leading corporate stockbroker with an excellent reputation for research and quality of service.

In recent years they have undergone a significant period of development and they are now seeking to strengthen their operations division by the recruitment of four additional staff.

You will join their Management Development Programme where the emphasis will be on acquiring skills in a wide range of areas through a high degree of ad hoc project work. You will be part of a multidisciplinary team, initially, gaining exposure to several of their key operational areas.

Your success and personal development will then lead to a long and varied career within the organisation.

Candidates will be qualified accountants with up to two years post-qualification experience who are still in Public Practice or alternatively, working in a commercial environment. Financial services experience is not essential as the emphasis will be on team players with strong interpersonal skills and the ability to work well under pressure.

These are excellent opportunities to fully develop your potential in a supportive and exciting environment.

Interested applicants should contact

Andrew Fisher, Parkwell Management Consultants Ltd

3 Catherine Place, Westminster SW1E 6DX Tel: 071 233 5207 Fax: 071 233 5205

PARKWELL

CHIEF FINANCIAL OFFICER (DIRECTOR DESIGNATE) LADYBIRTH GROUP

We are a profitable diversified Publishing PLC, rapidly growing with an active acquisition policy currently comprising four small businesses in UK and US. We are traded under 535(2) and PinkSheets in US and plan to fully list within 2 years. We need a "hands on" person to integrate at board level - prerequisites are public company/acquisitions experience, proven record of success in managing the full financial functions and ability to interact with the City and relevant professionals. Attractive salary/share option package.

Fax: 071 284 3038
P.J. Campbell

Chartered Accountants for Bermuda
Circa. \$39k tax free
Audit Senior with 2 yrs min. post qual. experience sought by leading Chartered Accountants in Bermuda. Age to 30 years. Excellent opps. on this beautiful island. Call in confidence:

Trevor James
I.R.G. (Rec. Cons.)
071 929 5252

Financial Controller

Financial Services

East Anglia

c.£70,000 + Benefits

Challenging new appointment within leading financial services institution. Unlimited career progression.

THE COMPANY

- Major UK based financial institution. Asset value exceeds £10 billion.
- Successful division with significant profit contribution. Period of substantial change and systems development.
- Sound business structure. High transaction volumes. Tightly managed and sharply focused.
- Newly-created, broad reaching role with responsibility for financial management and control, financial and management accounting, budgeting, cash flow and taxation.
- Significant strategic input. Remit to provide clear leadership and drive cultural change.

Please send full cv, stating salary, Ref LN1599 NBS, 54 Jermyn Street, London SW1Y 6LX

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Price Waterhouse



EXECUTIVE SEARCH & SELECTION

Regional Tax Manager

International team servicing an international group

£60,000-£80,000 plus car allowance and benefits London

We are a large group; one of the key players, worldwide, in our sphere of operations; and thoroughly international but with particularly strong operations in the UK, mainland Europe, North America and Asia.

Reporting to the Director of Taxes, this role provides the chance to assist, imaginatively, with the day to day management of tax affairs within the Group, engage in specific advisory and project based work relating to both UK and overseas (mainly continental) tax issues; and deliver high level advice/play an active role in the co-ordination of our overall tax strategy. Specifically, this will involve contributing to discussions on innovative funding techniques; tax implications of acquisition proposals; and the development of new entities.

Likely to be in your 40's with a relevant professional qualification, you will be commercially astute, and well able to communicate complex tax issues effectively to non-tax colleagues. Sound experience, both UK and continental, is absolutely essential - whilst experience further afield would be a bonus. Proven knowledge of re-constructs; mergers;

acquisitions; and some dealings with finance structures are also needed, whilst experience of dealing/negotiating with various Revenue authorities would be most helpful.

You must have strong linguistic abilities (fluency in English plus command of other languages, preferably including Dutch) and be prepared for extensive travel. In so many ways, this is a thoroughly international, and particularly European role 'sans frontières', and we are keen to maintain the international 'feel' to our team.

A convincing personal style; a free-wheeling lateral thinker; a 'rolled-up sleeves' approach; proactive; self-disciplined: this is the style that will mesh well with us. If this is you, and you fancy a move to London (or indeed, if you are already here), write to our advising consultant, Hamish Davidson quoting reference H/1446/FT. Alternatively, call him for an informal and totally confidential conversation.

Executive Search & Selection, Price Waterhouse, Milton Gate, 1 Moor Lane, London EC2Y 9PB. Tel: 71 939 6312. Fax: 71 636 1358.

As a major purchaser of healthcare services, our client is responsible for securing the best possible health for its residents within the available resources. Managing a purchasing resource in excess of £170 million, the focus is on obtaining full value for money from healthcare providers and on achieving the highest standards of quality and service.

Reporting to the Chief Executive, your role is fundamental in meeting the organisation's objectives and financial targets. You will be involved in corporate and financial strategy, and in the development and management of effective financial policies and systems in order to achieve the business plan.

To be considered, you must be a qualified accountant who has operated in a senior management position in a large organisation for at least four years. Being a results-oriented professional you should possess excellent motivational and communication skills. Age is not an issue, but candidates who are less than 35 years are unlikely to have the required levels and depth of experience. Of particular interest are those applicants who have an understanding of the purchasing and contracting processes. In addition, you must be a clear and objective thinker who has the ability to quickly instil confidence and credibility.

Interested candidates should submit a CV, in confidence, to James Thompson, Hoggett Bowers, Amethyst House, Spring Gardens, Manchester M2 1EA, 061 832 0445, Fax 061 832 0089, quoting Ref MJI/3860/FT and indicating full salary details.

Hoggett Bowers

EXECUTIVE SEARCH AND SELECTION

BBC TELEVISION

Assistant Production Accountants

BBC • DRAMA • GROUP

BBC Drama is a major source of drama output, with productions ranging from *EastEnders* to *Screenplay* and *Middlemarch* to *The Snapper*. As part of a fundamental reform programme they are in the process of improving financial control and reporting on their productions.

Assistant Production Accountants will support Production Accountants on individual productions. With a wide-ranging job description successful candidates will assume responsibility for the following:

- Maintaining the financial records of the production as well as assisting in the monitoring of all areas of production expenditure.
- Producing accurate and timely financial information for the Production Accountant.
- Ensuring correct calculation of payments and the prompt processing of transactions.

The successful individuals will possess relevant production accounting experience or have a genuine interest in the financial and budgetary control of both TV and feature film production. A recognised accounting qualification, whilst beneficial, is not essential, but first class book-keeping and communication skills and the ability to liaise effectively with production staff are vital.

Salary according to qualifications and experience. Based West London.

For an application form and further details send a postcard (quote ref. 14973/F) by April 26th to BBC Recruitment Services, PO Box 7000, London W12 7ZY. Tel: 081 762 5151.

Application forms to be returned to Jon Venk at Marks Sattin, 18 Hanover Street, London W1R 8HG by April 29th.

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An exacting and demanding position with strong promotion prospects. Prospect of stock options
GROUP TAXATION MANAGER
CONTRACTING & SERVICES

CENTRAL LONDON

BRITISH MULTI NATIONAL SERVICES GROUP, T/O IN EXCESS OF £3 BILLION
We invite applications from candidates aged 35-48 either F.C.A. or with a University degree who ideally will have achieved at least 5 years practical Inland Revenue experience, and not less than 4 years in Corporate Tax at a senior level within a multi-national organisation, preferably in the contracting or services sector. Reporting will be to the Head of Treasury and Taxation. Responsibilities will cover overall responsibility for the management of the Group's tax affairs and provision of tax services to all group companies through a tax team in the UK and overseas. There will be an initial emphasis on streamlining to ensure optimum use of resources, and the provision of sound advice on international tax and its implications. Tenacity, intellectual capacity, the ability to achieve deadlines, and operate effectively in a fast moving commercial environment is important. Initial salary negotiable circa £95,000 + car, contributory pension, health cover and other large company benefits.

Applications in strict confidence under reference CTS23/FT to the Managing Director: ALPS



**TAXATION AND
TREASURY CONTROLLER**

SOUTH MIDLANDS c£42,000 + BONUS + CAR

Our client is a major subsidiary of the largest consumer products group in the world. With a UK turnover in excess of £1/2 billion, an explicit commitment to growth, both organically and by acquisition, and an exceptional range of branded products, the company is well positioned to capitalise on the market opportunities of the future.

Following an internal promotion and restructuring, a key opportunity has arisen for a quality finance professional within the UK Head Office. Reporting to the Group Finance Director responsibilities will be challenging and varied including control and management of all taxation, treasury and pension fund issues and support on acquisitions and divestments.

Successful candidates will be qualified accountants with a rudimentary experience of UK taxation and treasury management, preferably acquired in a sophisticated, multinational organisation. Excellent communication skills, a high level of commercial awareness and the ability to think incisively are vital qualities.

In return the company offers an attractive package including negotiable salary (based on experience), performance related bonus and full relocation assistance if required. Equally important is the opportunity to join an extremely dynamic and successful group where career advancement is based on ability and merit.

Interested candidates should write, enclosing a comprehensive C.V. in the strictest confidence, quoting reference RST21 to:

Paul Toner at Toner Graham,
8 Imperial Square,
Cheltenham, GL50 1QB.

*International
Finance Manager*

Outstanding ACA

London

c£45,000 + Car +
Excellent Benefits

MAJOR UK FINANCIAL INSTITUTION
**FINANCIAL
CONTROLLER**

c.£F300,000 pa + banking benefits - Paris-base

Our client, a major UK financial institution with offices in the UK and Europe, wishes to appoint a Paris-based Financial Controller.

Reporting to the European Financial Controller in London, your prime responsibilities will be the control and review of all management information provided to the UK, the production of quarterly financial reports and the monitoring and appraisal of performance. You will be qualified with about two years' post-qualification experience, ideally with experience of financial reporting or management accounting in the finance sector.

A high calibre professional, you must combine excellent communication and analytical skills with the credibility to gain the confidence of local management.

Fluent French and a knowledge of PC applications will also be required in this challenging post.

To apply, please write with your CV, stating any company to which your application should not be sent, to: Alastair Lyon, Confidential Reply Handling Service, Ref. 867, Associates in Advertising, 5 St John's Lane, London EC1M 4BH.

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Finance & Administration Director

Professional Services

c.£45,000 + Bonus + Benefits

Central London

**Key role for a progressive, inquisitive finance professional
within strategic management team of UK market leader.**

THE COMPANY

- Autonomous £10m division of fully quoted £70m British plc. Blue chip client base.
- Outstanding growth record. Expanding in UK and into continental Europe.
- Focused, entrepreneurial consulting business with exceptional quality ethos.

THE POSITION

- Formulate and implement policy.
- Create innovative information systems to support sustained development and prudent management.

Please send full cv, stating salary, Ref N88PAR
NBS, 54 Jermyn Street, London SW1Y 6LX.

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a KBN Resources plc
company



London 071 433 6392

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Glasgow • Leeds • Manchester • Slough

Assistant Controller

International Operations

London

In other business development activities.

Candidates should be Chartered Accountants in their late 20s/early 30s, with sound experience of financial reporting, ideally gained in an international service environment. You should be a self assured team-player, who can take responsibility with limited supervision and who is experienced in the use of PCs. This varied international role will suit someone with ambition, drive and strong communication skills. It offers a flexible remuneration package and real scope for career development.

This is a key role in the International Controllers Office, based in Central London. Part of a small high-profile team, maintaining control over all the businesses outside North America, the successful candidate will liaise closely with subsidiary Controllers and ensure accurate and timely financial reporting. Key tasks will include financial analysis and review, preparation of cash statements and balance sheet consolidation work. You will travel regularly to review on-site controls, conduct ad-hoc investigations and participate

To apply please write with full CV and current salary package to Paul Carvosso Ref: A54D32, MSL International Limited, 32 Aybrook Street, London W1M 3JL.

MSL International
CONSULTANTS IN SEARCH AND SELECTION

CHRISTIE'S

UK Chief Accountant

London

Founded in 1766, and publicly quoted since 1973, Christies International Plc is one of the world's leading fine art businesses. With representation in over thirty countries globally, the group achieved 1993 sales of £728m, and continues to expand. The company culture is both competitive and entrepreneurial, with the focus on the provision of superior client services.

There now exists a requirement to augment the management team of the main UK auction company (sales c.£200m) with the recruitment of a Chief Accountant. Reporting at group level and controlling a team of 19, the appointee will be primarily responsible for all aspects of financial control and reporting. This proactive role will also involve significant exposure to senior operating management.

The ideal individual will be a qualified accountant, aged 27-32, with a record of achievement in managing staff in a commercially orientated environment. Experience of producing statutory, financial and management accounts is essential. Computer skills should include spreadsheets, report writing and maintenance of computerised ledgers. The ability to liaise with professionals at a senior level, impartially assess operational issues, motivate and enhance the performance of the existing finance function, and constantly adapt in a fast moving environment are essential. The benefits include an attractive remuneration package, and the opportunity to develop a stimulating career within this rapidly developing international group.

For further information in strict confidence please contact Brian Hamill or Robert Walker on 071-287 6285. Alternatively, forward a brief resume to our London office quoting reference BH 991.

WALKER HAMILL
EXECUTIVE SELECTION

Tel: 071-287 6285
Fax: 071-287 6270

FINANCIAL CONTROLLER

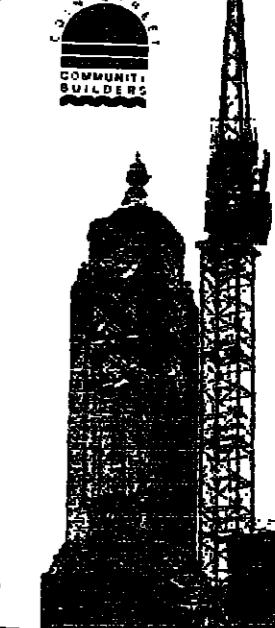
WATERLOO £27,000 "contributing to the successful development of the South Bank"

Coin Street Community Builders (CSCB) was established to provide 'public service' with all profits put to this purpose rather than distributed. In 1984 it bought 13 acres of London's South Bank (between Waterloo and Blackfriars Bridges). Since then it has organised the demolition of derelict buildings, the completion of the South Bank walkway, the laying out of a new riverside park, the creation of Gabriel's Wharf market and the building of the Mulberry Housing Co-operative. A further co-op is being built at Broadwall and Oxo Tower Wharf is being redeveloped for mixed uses. CSCB is also involved in wider South Bank and London initiatives.

CSCB now wishes to strengthen the finance team by appointing a Financial Controller. Reporting to the Finance Director, the postholder will assist in the provision of timely management information to ensure that the financial affairs of the business are undertaken efficiently and within agreed policies and budgets. Specifically this will include the preparation of financial and management accounts on a periodic basis, cashflow projections, budget variance commentaries and generally supervising the accounts function. Applicants for the position should be qualified accountants, probably with a minimum of two years post-qualifying experience and be well versed in all aspects of financial management. They should be systems literate and be able to provide a sound commercial input into the finance function. The ability to relate at all levels and the possession of first class communication skills, both orally and in writing, are essential to the appointment.

Interested candidates should write enclosing a detailed curriculum vitae outlining their suitability to the position together with salary details and quoting reference JC490 on the letter and envelope to Jeff Courell, Ernst & Young Corporate Resources, Rolls House, 7 Rolls Buildings, Fetter Lane, London EC4A 1NH (all correspondence will be dealt with directly by the client).

"CSCB aims to be an equal opportunities organisation and all staff are expected to share this commitment"



Finance Director

London

Our client is a rapidly expanding \$50 million turnover, highly profitable European division of a major US corporation which develops, manufactures and markets premium branded consumer products in the cosmetics, toiletries and fragrances sector. An ongoing commitment to innovation and quality has established the business' global leadership in a highly competitive market.

The Finance Director will be responsible for all aspects of financial management, systems development, planning, international treasury, taxation and the maintenance of an effective interface with the US parent company. Particular emphasis will be given to strict control of working capital especially concerning cash flow, standard costing and inventory issues. As a member of the senior management team the

c £50,000 + Bonus + Car

overriding requirement is to provide a commercial and strategic contribution to the long term, profitable growth of the business.

Candidates, aged 32-45, will be graduate, qualified accountants with a proven record of senior management experience gained in an FMCG, manufacturing environment. Excellent communication skills, strong computer literacy and a flexible approach to business management will be essential. This is a young, dynamic company requiring total commitment and action rather than delegation.

Applicants should forward a comprehensive CV by the closing date 21st April, quoting ref 185623, to Mark Hurley ACMA, Executive Division, Michael Page Finance, 39-41 Parker Street, London WC2B 5LH.



Michael Page Finance

Specialists in Financial Recruitment
London Bristol Windsor St Albans Leatherhead Birmingham
Nottingham Manchester Leeds Glasgow & Worldwide

Ambitious ACA - Money Markets

City

Our client is a prestigious UK merchant bank providing merchant banking and investment management services to clients worldwide.

Due to internal reorganisation, there is now a need to recruit a qualified ACA to join one of the divisions within the financial control department. The role will involve managing a small team responsible for the product accounting support for all currency and interest rate products, including derivatives.

Main responsibilities include:

- Management of staff
- Liaison with dealers and management
- Dealing with day-to-day accounting issues
- Daily profit reporting and monthly management accounts
- Assessing systems, reporting control and valuation implications of new products

The minimum requirement for this role will be a qualified ACA with at least 18 months relevant

c £ Excellent Package

post qualification experience, but there is scope to take on a more senior individual. It is likely that the candidate will have gained relevant experience from either a merchant/investment banking product accounting environment, or alternatively from the corporate treasury department of a major PLC. However, those candidates who have gained appropriate experience within the profession will be considered.

Most importantly, the ideal candidate must be an intelligent and flexible individual with good interpersonal skills who can demonstrate the maturity to take on staff management responsibilities, as well as liaison with all levels of management.

For the right individual, this role will offer both variety and an unrivalled career progression. Remuneration will be flexible depending on level of experience, but will include all usual banking benefits. Interested applicants should forward their curriculum vitae to Stephen

Warren at Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LH.



Michael Page Finance

Specialists in Financial Recruitment
London Bristol Windsor St Albans Leatherhead Birmingham
Nottingham Manchester Leeds Glasgow & Worldwide

Finance Manager

West End

£35,000

Our client is a family run investment management company providing innovative investment management strategies and advice. Due to growth in the portfolio the company is creating a new position, Finance Manager, to proactively run the treasury management function.

Responsibilities include:

- Overview and report on performance of fund managers.
- Optimise worldwide cash management.
- Maintain global hedging.
- Maintain and develop external relationships to maximise investment performance.



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Nottingham Manchester Leeds Glasgow & Worldwide

Finance Manager

Surrey

c £32,000 + Car + Benefits

Our client is a leading multi-national corporation involved in the manufacture of medical products and technology. A dynamic business that builds on a record of many years of exceptional growth, with sites throughout the world, the company operates from a position of considerable strength.

The UK company, with a turnover of £25 million supplying the UK and overseas markets, has an opportunity for a Finance Manager to join the operation. Reporting to the UK Finance Director, responsibilities include:

- Financial control of the operations, profitability and assets of the company.
- Providing timely and accurate management and cost accounting information.
- Effective monitoring of the business and providing proactive financial and commercial advice.



Michael Page Finance

Specialists in Financial Recruitment
London Bristol Windsor St Albans Leatherhead Birmingham
Nottingham Manchester Leeds Glasgow & Worldwide

European Financial Controller

Bucks

Development Dimensions International is a human resource training consultancy with their European Headquarters in High Wycombe. With over 700 employees worldwide, they are the only human resource provider to fully integrate services to build empowered organisations. Applying the highest professional standards to their products and people has enabled them to achieve worldwide success and market leadership.

This position represents a rare opportunity for an ambitious accountant and requires an individual who is determined, innovative, possesses excellent motivational skills and the ability to influence others through the provision of sound and practical commercial advice.

Reporting to the European Vice President, responsibilities will include:

- Provision of first class day to day commercial and financial control.
- Proactive management of the financial reporting process.
- Membership of the management team responsible for the strategic development in Europe.



Michael Page Finance

Specialists in Financial Recruitment

c £35,000 + Car

- Developing the organisation's management and control information.
- Interacting with both local and overseas colleagues in a mature and effective manner, building rapport and respect.
- Managing the company's administrative and personnel processes.
- Executive liaison with their US parent company.

The successful candidate will be a computer literate qualified accountant with at least four years PQE who can demonstrate excellent interpersonal skills, commercial awareness and the ability to manage people effectively. You will possess the ability to succeed in an informal but professional environment and the ability to work collaboratively in a dedicated team. Knowledge of US accounting standards and reporting requirements would be a distinct advantage.

Interested applicants should write, enclosing a comprehensive curriculum vitae to Frances McConchie at Michael Page Finance, 1 Eccles Street, Eton, Berkshire SL4 6BW. Telephone 0753 856151.

ASSISTANT GROUP TREASURER

An Opportunity for a Young Professional

Edinburgh

c.£30,000

Christian Salvesen PLC's diverse range of companies have a combined turnover in excess of £500 million. Our geographic spread covers the UK and Europe, North America, Australasia, the Far East and Middle East with businesses including Distribution, Food Processing, Specialist Hire and Manufacture. This diversity involves working in a wide range of currencies and fiscal areas.

Reporting to the Group Treasurer, this challenging role will involve you in cash management, integrating forecasts and optimising cashflows, implementation of central borrowing strategies and foreign exchange exposure management and dealing. You will also provide treasury advice to our operating companies and become involved in ad-hoc treasury related projects.

A graduate and a qualified accountant you will ideally be a member of the Association of Corporate Treasurers or be working towards membership. Your 2/3 years Treasury experience will probably have been gained in an industrial environment where you will have developed commercial awareness together with the ability

to rapidly prioritise the day to day requirements of the role. Well-honed communication skills are essential as you will be in regular contact with Senior Operations Managers, Foreign Exchange Dealers and Banks.

Salary is negotiable around the £30,000 level and benefits include private healthcare, pension and life assurance schemes together with relocation assistance to the Edinburgh area which offers reasonably priced housing, capital city social amenities and good quality schooling.

To apply, please send a full c.v. to:
Louise Clarkson,
Recruitment and Development Manager,
Christian Salvesen PLC,
50 East Fettes Avenue,
Edinburgh EH4 1EQ.



Christian Salvesen
Success through Service.

FINANCE DIRECTOR - PLC

High Profile Finance and Administration

Central England

This appointment provides an exceptional opportunity for an ambitious and versatile manufacturing finance professional to join a small, highly focused plc board.

World renowned in its market, this engineering business has successfully met the challenges of deep recession. It now faces the equally demanding financial management task of profitable and soundly financed market-driven worldwide growth.

You will report to the Managing Director. Your prime tasks will be the provision of tight financial control and the rigorous evaluation of both strategic and tactical options. In both areas you will personally underpin confidence among key institutions. Additionally, the Secretarial and Treasury functions are within the remit, as is membership of the Pension Fund Board of trustees.

An FCA with an operational perspective, you will have vision and expertise to fully capitalise on recent IT

Package to £50k

investment. You must also have the robustness and confidence to add value to a team already noted for its management skills.

Your experience must include direct involvement in all the key areas described above. It is therefore probable that you already have 3-5 years experience at F.D. or Controller level in an industrial plc. A second European language would be valued.

The package, as indicated, includes executive car, pension, life assurance, share options and full relocation support if necessary.

Please send your career details, current salary and an explanation of how your career to date provides evidence of your ability to meet the demanding specification to: 1 R Day, Barnes Kavelle Limited, Cavendish House, Queen Street, Mirfield, West Yorkshire WF14 8AH quoting reference: 7022.

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APPOINTMENTS WANTED

FINANCE DIRECTOR/CEO

Seeks position managing
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group
Chartered Accountant FCA
with significant European
management experience in
service sector
Hands-on track record
- Leadership, M&A and
negotiating skills
- Excellent French, Spanish,
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Write to Box A2003, Financial
Times, One Southwark Bridge,
London SE1 9HL

GROUP FINANCIAL CONTROLLER

Manufacturing

c£40,000 package

Running the finance function of a medium sized family led, multi-location group of companies with highly complex manufacturing operations, demands outstanding MIS skills. Add the fact that a dominant position is held within their specialised (consumer) markets, and that the industry is in a state of flux.

Furthermore, the company is well established and profitable and, following a recent acquisition, is conducting a fundamental review of how to achieve its vision for the future and the systems required to secure those ambitions. The result is a particularly demanding, difficult, but stimulating appointment requiring time in both London and The West Country.

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PROFESSOR OF ACCOUNTING

Department of Accounting and Finance
School of Finance and Information

The professor will be required to provide academic stimulus and leadership in the Department, and to contribute to the work of the Department, School and University.

Closing date: 16th May 1994.

Applicants must have either a primary degree or a higher degree in an appropriate subject. A doctorate and/or professional qualification is desirable. They must have teaching experience in a higher education institution, and significant substantial research output of good quality in a relevant field. Experience of attracting funds to assist research is desirable.

Salary is within the professorial range, with eligibility for USS, and there is an attractive package to assist with relocation and resettlement expenses.

Further particulars (please quote ref 94/FT) are available from the Personnel Officer, The Queen's University of Belfast, BT7 1NN Northern Ireland (telephone (0232) 245153 ext 5044/5246 or FAX (0232) 324934/310629).

Committed to an Equal Opportunities policy and selection on merit, the University welcomes applications from all sections of the community. Under its affirmative action programme it particularly welcomes applications from women for academic posts. It reserves the right to interview only those applicants who appear from the information available, to be the most suitable in terms of experience, qualifications and other requirements of the post advertised.



The Queen's University of Belfast

IN CONTROL OF THE FUTURE

Strategic roles in Business Controls

Reading



Prudential Financial Services devise, market and support a wide range of Life and Pensions products, including PEPs and Unit Trusts. Already a significant player in this market, we continually work to improve our performance in every area of our business, in line with our strategic plans for further growth.

Our newly-established Business Controls function reflects that commitment. This high-profile, influential team will review, assess and prepare reports and recommendations to help the Business Managers establish and maintain financial, operational and technical controls.

We therefore have the following opportunities for forward-thinking professionals with powers of analysis and an ability to produce concise, precise, relevant reports and recommendations. You will need to be action-oriented, with a flexible and enthusiastic approach and the communication skills to build effective relationships within the team and with other colleagues.

Business Controls Review Manager

£35-£44,000 p.a. + Car + BUPA

+ Non-contributory pension

An effective motivator of people, you will lead a small team of professionals to help all business areas build effective internal controls to minimise business risk. This will involve contributing to the development and maintenance of review and control functions.

You should:

- be professionally qualified, ideally in accountancy
- have significant experience of staff and project management in a commercial environment, ideally gained in an insurance or other financial services company
- be able to demonstrate experience in reviewing complex business environments
- be able to assess risk and help areas of business appreciate and eliminate exposures through appropriate procedures
- possess strong presentation and communication skills.

Business Controls Reviewer

£26-£35,000 p.a.

+ Non-contributory pension

You will perform detailed reviews of procedures and systems to ensure that business risks are identified and adequate internal controls are in place, recommending improvement where necessary and working alongside management and staff to implement solutions.

You will:

- have experience of internal control reviews and audits, preferably gained in insurance or other financial services industry
- be professionally qualified, ideally in accountancy
- strong presentation and communication skills
- project management experience.

Business Controls Systems Reviewers

£26-£35,000 p.a.

+ Non-contributory pension

Reflecting our commitment to the continued development and maintenance of IT systems, you will work closely with other control functions within the business to assess IT development methodology, ensure controls are built into systems and undertake reviews of our computer infrastructure, operational systems and systems development.

You should:

- be professionally qualified, ideally in computing
- current experience of systems developments and controls
- to have project management experience, gained from development work on mainframes, mid-range and distributed computing applications
- to understand the principles of analysis and development
- preferably experienced in financial services.

To be part of a team dedicated to continual performance improvement, please send a full cv to Jackie Havercroft, Human Resources, Prudential Financial Services, Abbey Gardens, 55 Kings Road, Reading RG1 3AH.

We are an equal opportunities employer.

BBC TELEVISION

BBC Drama Group

BBC Drama is a major source of drama output, with productions ranging from *EastEnders* to *Screenplay* and *Middlemarch* to *The Snapper*. As part of a fundamental reform programme we are currently improving financial reporting and control on our productions by introducing project based accounting systems.

Production Accountants

Experienced Production Accountants are sought to join the department on 6 months to 2 year contracts. They will be responsible for providing effective and practical financial support to the Producer and Associate Producer on a particular production, assisting in the preparation of a detailed production schedule and budget. They will manage the financial systems of the production in line with the policies and procedures specified by the producer and the BBC, supervising the Producer in their financial obligations to the BBC Group, including the regular submission of recognised statements and other financial reports.

Applicants should have a thorough knowledge and understanding of Television/Film production. They will need a demonstrably high level of numeracy and proven book-keeping skills; the ability to extract trial balances and prepare production accounts in accordance with current accounting principles and the ability to monitor foreign currency expenditure. Experience of computerised accounting systems would be an advantage.

Candidates need to be able to establish effective working relationships with a range of Production and Management staff, demonstrating excellent communication skills including the ability to explain procedures and extract information as necessary.

(Ref: 14998/F)

Cost Controllers

We are seeking a number of Cost Controllers to join the department as soon as possible. These new appointments will be key members of Drama Group's senior management team. They will be responsible for assessing the financial viability of programme ideas and ensuring the maintenance of sound, fair and workable financial arrangements with in-house and external Producers in order to achieve drama to the timescales and standards of quality as agreed by the Editorial Heads. They will ensure that approved projects are financially managed in the most cost-effective manner throughout the production process.

Candidates must have a thorough knowledge of production processes, formats and technical and financial requirements for in-house, independent and co-produced projects ideally gained through at least two years experience as a Cost Controller or in an equivalent role. Candidates will have a recognised accounting qualification or a demonstrably equivalent proficiency gained from experience; the ability to keep abreast of technological, professional and funding sector changes is essential. They must have a knowledge of broadcasting regulations and contractual framework including all relevant statutory and legislative requirements. Candidates should have a strong appreciation of, and sympathy with, the creative aspirations of drama production and a sufficient level of interpersonal and communication skills to swiftly establish credibility with colleagues at all levels, and to foster effective working relationships with a wide range of production and non-production personnel both internal and external to the BBC.

These positions will be offered on a contract basis.

(Ref: 14997/F)

Salary according to qualifications and experience. Based West London. For an application form and full job specification send a postcard (quote appropriate ref) by April 26th to BBC Recruitment Services, PO Box 7000, London W12 7ZY. Tel: 081-749 7000. Malecon 081-752 5151.

Application forms to be returned by April 29th.

WORKING FOR EQUALITY OF OPPORTUNITY

FINANCE & OPERATIONS DIRECTOR

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My client is a rapidly expanding, unit linked life assurance company, specialising in the marketing of tax efficient investment products to 'middle wealth' private investors in Northern Europe.

Critical to the continuing success of the company is the provision of the highest standards of client administration. To help my client maintain these standards, we are looking to recruit a Finance and Operations Director.

Reporting to the Chief Executive, you will take responsibility for all operational aspects of the business, and will work very closely with the marketing team.

You will report to the Board on all financial, regulatory and compliance matters, and will manage fund accounting, policy administration, IT and general project management, through a team of well qualified managers.

A graduate, probably with a professional accountancy or actuarial qualification, you must be able to point to a successful track record in a similar position in a dynamic, rapidly growing, financial services company. You must have well developed financial, people and project management skills, and ideally have a detailed understanding of the fund/unit linked industries.

Although the main office language is English, the team is multinational, and French and/or German would be a major plus.

If you are interested in this challenging opportunity, please send your application to the address below, addressed for my attention, or alternatively, contact me on Luxembourg (352) 40 63 58 for more information.

All applications will be treated in the strictest of confidence, and should be accompanied by a full Curriculum Vitae, together with current salary details, and a contact telephone number.

Nigel Plumpton, Senior Partner, Plumpton, Morgan & Partners
BP 2740, L-1027 Luxembourg

SYSTEMS ACCOUNTANT

The United Nations Development Programme (UNDP) is the world's largest multilateral development assistance organisation, maintaining a network of offices in 136 countries, drawing on the expertise of 40 specialized and technical UN agencies, and working extensively with non-governmental organizations. It serves more than 150 developing countries and territories, supporting 6,000 projects valued at roughly \$7 billion.

UNDP invites applications for the post of Systems Accountant in the Division of Finance. Based at UNDP Headquarters in New York City, the Systems Accountant is responsible for recommending and directing the implementation and support of computerized accounting systems. The position involves: conducting analysis of business requirements and preparing detailed specifications for designing and programming of new as well as existing Headquarters accounting systems; monitoring the development and implementation of new Headquarters systems and related interface modules for field office systems; ensuring continued support to users of operational systems; solving system problems as necessary; supporting and guiding the preparation and revision of system user manuals and troubleshooting guides.

The successful candidate is expected to have a professional accounting designation (CA, CPA) from a recognized international accountancy body and a strong systems background, i.e. 6-10 years of hands-on experience with development and implementation of computerized accounting systems, including a supervisory role. He/She should demonstrate knowledge of modern structured analysis and relational data, including the use of analytical tools; excellent and proven presentation techniques; and the ability to work in a multi-cultural environment. Fluency in English is required; knowledge of either French or Spanish is an asset.

UNDP offers an attractive salary and benefits package commensurate with experience. Please send your detailed curriculum vitae to: UNDP, Staffing, Division of Personnel, One UN Plaza, New York, NY 10017, USA. Reference: Systems Accountant (VA/2128/94). Applications must be received by 1 May 1994. Women are encouraged to apply. Acknowledgement will only be sent to applicants who meet the specific requirements of the position.



undp
UNITED NATIONS DEVELOPMENT PROGRAMME

MANAGER - BUSINESS ANALYSIS

LOCATION: BRISTOL

SALARY: c.£30k + Car

+ Financial Services Sector Benefits

In order to retain its position as one of the leading companies in a competitive financial services market, Sun Life is currently establishing a Business Analysis team. This will systematically analyse all management data, to ensure all corporate objectives are achieved, provide an internal consultancy service to the rest of the Group in the compilation of business cases and review major projects post-implementation to confirm achievement of objectives. The scope of this team goes beyond the traditional group accounting brief to non-financial as well as financial measures of performance.

The job holder will report directly to the General Manager, Group Finance and head up a small existing team of two people. It is anticipated that this team will increase to four during 1994.

Initially the successful applicant will be involved in promoting the team's services to Senior Management, to ensure that it contributes to the strategic direction of the Company as embodied in our Corporate Plan. The job holder will also be expected to contribute to the management of the Group Finance Division and work closely with other areas of the organisation involved in strategic issues.

The successful applicant will either be a qualified Actuary or Accountant with at least four years' post-qualification experience, or will hold an MBA or business-related degree and have carried out a Business Analyst role for at least four years.

Candidates should have excellent analytical skills and the ability to present complex information, data and trends in a clear, 'argon-free' style. Good communication and interpersonal skills are essential as the role will involve influencing people at all levels throughout the organisation.

To apply please write with a copy of your C.V. to:

Steve Knight,
Personnel Department,
Sun Life Assurance Society,
Sun Life Court, St James Barton,
Bristol, BS99 7SL.

or telephone for an application form on 0272 426911 Ext 3935

Applications should arrive no later than Monday 25th April 1994.

Sun Life offers equal opportunities in employment and welcomes applications from suitably qualified people regardless of sex, marital status, ethnic origin or disability.

SUN LIFE

Assistant Manager - Credit

Kuwait Attractive Salary Package

Our client, Kuwait Finance House (KFH), a large investment company in Kuwait, engaged in banking, investment, real estate and commercial operations is seeking to recruit a high calibre executive for its credit department. KFH operates within the guidelines set by Islamic Law (Sharia).

The selected candidate will report to the Assistant General Manager - Credit, and will assist the management in the functions of credit analysis, planning and budgeting. He will also be responsible for developing, reviewing and suggesting improvements to accounting systems and procedures.

The ideal candidate for this challenging position will meet the following eligibility criteria:

- A professionally qualified accountant in mid 30s
- Over six years experience in the financial services sector
- At least three years of experience at a managerial level
- Prior exposure to sophisticated computerised operating environments
- Fluency and proficiency in spoken and written English; ability to speak and/or write Arabic, though not a necessary qualification, will be an advantage.

The post calls for a person with initiative, strong personality and good communication skills. KFH will offer an attractive expatriate remuneration package, commensurate with qualifications and experience.

Interested candidates should submit their CVs, giving career details, salary expectations and two recent passport-size photographs to: Varun Sharma, Ernst & Young, PO Box 74, Safat 13001, Kuwait, superscribing "Ref No: VDS/362" on envelopes. Only shortlisted candidates will be contacted.

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Expanding Marlborough based housebuilder seeks a qualified accountant to manage the entire accounting function including cash flow, budgeting, forecasting, job costing/ work in progress and financial accounting. Computer literacy essential. The successful applicant must be self motivated, innovative and be able to successfully operate within a small team environment.

Send C.V. in the first instance to:

The Managing Director, Parish Quality Homes, Parish House, Pelham Court, London Road, Marlborough, Wiltshire SN8 2AG

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Internal promotion has created this excellent opportunity to join the headquarters team.

Reporting to the Financial Controller and heading a small department, you will have primary responsibility for statutory and management consolidations and for the group's budgeting and forecasting exercises. In addition, you will control the accounting and tax compliance for a number of holding companies, provide technical assistance to group operating companies and be involved in acquisition reviews plus other project work.

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A Chartered Accountant, ideally aged under 30, you should have at least two years' post-qualification experience and be skilled in computer modelling. You must be able to demonstrate first class technical and communication skills and have the ambition and ability to progress.

To apply, please send your CV to: Barkers, Berwick House, 35 Livery Street, Birmingham B3 2PB, quoting reference M767.

Your CV will be forwarded to this client only.
Please indicate any company to which your details should not be sent.



Vikoma International Limited FINANCIAL/COMMERCIAL MANAGER

An accountancy role at a strategic level

The Company

Vikoma International, part of the diverse blue chip Christian Salvesen Group, is the world market leader in the manufacture of products to contain and recover oil pollution at sea or from industrial waste water. For our export achievements world-wide we have the Queen's Award and for our quality management systems we have ISO9002 certification. To complement our successful team we are looking for a financial/Commercial Manager to be based at our Cowes, Isle of Wight headquarters.

The Role

This is a key addition to our Strategic Management Team with a wide range of important responsibilities in finance, commercial policy, IT and management information.

You will ensure compliance with financial accounting, audit, taxation and legal requirements; oversee the Company Secretary's role; ensure the smooth running of commercial, legal and financial services to other departments and oversee the activities of the Commercial and Accounting Departments.

The Applicant

A qualified accountant, you should have several years' appropriate experience in cost and management accounting, gained at management level and in a fast moving, manufacturing and exporting environment.

The Benefits

The package will be attractive to high calibre individuals who wish to join a fast growing and progressive organisation. Relocation assistance will be given where appropriate.

If you wish to be part of our success story, send your CV, including current salary, to Mike Barrie, Personnel Manager, Christian Salvesen PLC, 50 East Fettes Avenue, Edinburgh EH4 1EQ, to reach him by 25th April 1994.



EUROPEAN FINANCIAL CONTROLLER

Maidenhead

circa £45,000 + car

Datapro - a key part of McGraw-Hill Inc - is a world leader in the provision of quality, high value information services to the computer, communication and technology sectors.

The company seeks a commercially minded European Financial Controller to provide a strong accounting and financial reporting service to local and US management.

- The successful candidate must:
 - be a qualified accountant, with at least five years' experience, and a record of achievement, gained in an internationally oriented environment, ideally the computer or related industries;
 - demonstrate a proficient level of computer literacy, involving financial modelling especially in the areas of forecasting, budget formulation, inventory analysis and cost control;
 - possess excellent communication and managerial skills, as there will be regular contact with senior level financial executives in the USA, and responsibilities for local accounting staff.

Please send career details to:
Paul Jenkinson, Vice-President, Corporate Administration, McGraw-Hill International (UK) Limited, McGraw-Hill House, Shoppenhangers Road, Maidenhead, Berkshire, SL6 2QL



Financial Controller

Bucks

£Neg + Car

Our client is a significant player in the printing industry. With an investment policy designed to keep them at the forefront of technology in their industry, they are well placed to capitalise on increased market activity.

The appointment of a Financial Controller is central to future plans. Reporting to the Managing Director and Finance Director, you will be responsible for the production and interpretation of monthly management accounts and the implementation of financial systems to ensure timely production of financial information. You will be responsible initially for a small accounts department. This is a new role within the company.

It is likely that you are a qualified or part qualified accountant, currently working in industry, who is able to demonstrate a high level of initiative and self motivation, supported by technical competence.

In the first instance contact Ann Heather or Chris Denington on 081-566 5900 or write to them enclosing your CV at the following address: Grant Thornton, International House, 7 High Street, Ealing, London W5 5DB.

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My client, a growing and profitable publishing company is seeking to appoint a newly qualified management accountant. Responsibilities will include the preparation of management accounts, variance analysis and involvement in the budgeting process. Candidates must have good spreadsheet skills (preferably Lotus 123) and proven commercial awareness.

Please apply in writing, enclosing a CV to:

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18/20 Hill Rise, Richmond, Surrey TW10 6UA

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Our client is a rapidly expanding, highly profitable private company with retail, wholesale and manufacturing interests. Continuing growth and an ambitious investment programme have created the need for an enthusiastic, high calibre, commercially orientated Financial Controller who can help achieve flotation within a short time period.

The role has a broad remit, including responsibility for the management of the head office accounting functions together with the development of sophisticated financial controls and reporting systems. You will need to work closely with the Board and Senior Management team and be totally involved in developing the business and obtaining the Stock Exchange

listing. Additional areas of responsibility will encompass tax, treasury and company secretarial activities.

Your professionalism, energy and excellent inter-personal skills will supplement first-class technical and analytical abilities. Adept and confident in managing change, you will be a qualified chartered accountant, probably early-hurts, and ideally from a retail or trading environment.

This exceptional opportunity offers excellent career prospects. To apply, please send your CV, in confidence, quoting reference 3200, to Adamson & Partners Limited, 10 Lisbon Square, Leeds LS1 4LY. Tel 0332 420802. Fax 0332 420802.

ADAMSON & PARTNERS

INTERNATIONAL EXECUTIVE SEARCH & SELECTION

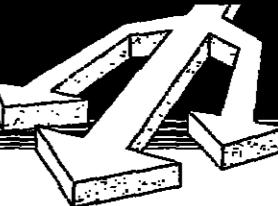
Director of Finance Scotland

This senior appointment reports to the Chief Executive of a major service sector organisation based in central Scotland which operates extensively in overseas markets. The role carries responsibility for the strategic and operational management and development of all aspects of the company's financial operations. As well as controlling the management accounting, payroll and treasury functions, there will be extensive involvement with the financial sector internationally as the business develops in line with its global strategy. The post calls for a formally qualified, top flight Finance Director with proven management and leadership experience, who has operated internationally and who has the highest level of technical ability, both in finance and information technology. Experience in a service sector such as retail, leisure and recreation or healthcare would be especially welcome. Anyone earning less than £50,000 currently is unlikely to have the requisite level of experience. Please apply, in strictest confidence, with full career details to R. J. Cleland, as adviser to the company, at Thomson Partners Ltd., 1-11 Hay Hill, Berkeley Square, London W1X 7LF or 14 Sandyford Place, Glasgow G3 7NB.

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Because of our rapid growth within the finance sector we also have an ongoing requirement, permanent and temporary, in the following areas:

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In addition, we would welcome applications from ACA's within practice who are seeking further their career in a commercial environment.

Please forward CVs to:

Pervez Bilgrami Esq
Trident International Associates
3rd Floor, 104 Great Portland Street
London W1N 5PE
Tel: (071) 580 0081 Fax: (071) 580 5062

Financial Accountant

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The environment is fast-moving, offering excellent career opportunities within Inchcape. If you are prepared to travel and want to make a real impact both here and overseas, then send your CV, with details of current salary and benefits to Mr P. Keogh, Personnel Manager, Inchcape Shipping Services (Europe) Ltd, 43 Worship Street, London EC2A 4LB. Tel: 071-330 0004.

Inchcape Shipping Services

QUALIFIED ACCOUNTANT

GAMBIA

At least 5 years' PQE required for leisure industry assignment in the Gambia. Pleasant environment. Computer literacy essential. Please send full CV stating salary to:

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• Newly Qualified •

c.£22,000 + Bonus

My client, a growing and profitable publishing company is seeking to appoint a newly qualified management accountant. Responsibilities will include the preparation of management accounts, variance analysis and involvement in the budgeting process. Candidates must have good spreadsheet skills (preferably Lotus 123) and proven commercial awareness.

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FINANCIAL TIMES SURVEY

TURKEY

Friday April 15 1994

■ Ankara and the Middle East:
caught between a rock and
a hard place

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At a watershed in its relations with Europe, the secular republic has been shaken by the election success of an Islam-based party. Turkey is suffering an economic crisis, and the economic promised land is not yet in sight.

John Murray Brown reports

Europe links questioned

Three little words - "Turkey in Europe" - create surprising convulsions among academics whenever they come together to discuss the subject. For many Turks may feel themselves to be European, but in terms of geography if nothing else, Turkey is also an Asian, Middle Eastern, Levantine even a Balkan country.

Today some inhabitants are beginning to question their claims to be European as the country grapples with its worst economic crisis in a decade; a growing Kurdish rebellion and the fall-out from the electoral challenge to Turkey's political mainstream of last month's dramatic gains by the Islamic-based Refah party (RP).

Ask a Turk today where he comes from, and his answer is as likely to be Bosnia or Azerbaijan as Istanbul or Ankara. And this is not a reflection of Turkey's mounting refugee intake. "There are Kurds and non-Kurds" is how one Turkish diplomat described his country's ethnic breakdown - and only half in jest.

The confusion over identity is certainly sharpened by the unhappy experience of the Turkish workers in Germany who have been the subject of extremist attacks. Seeing itself as both European and Moslem, Turkey is also outraged by the west's indifference to the suffering

facing of Bosnia, where Turks have links of both history and kinship.

However, the real challenge is closer to home. The twin cocktail of a Kurdish and Islamic threat is shaking the foundations of the secular republic carved from the ruins of the Ottoman Empire.

Turkey has come a long way

from the dark days of the military coup in 1980. Some Turks may even feel they are in sight of the economic promised land. However, recent events have dented that self-confidence. If the mounting economic and political problems are left unaddressed, there is a real danger that these could deepen the sense of self-doubt and give sustenance to Islamic and nationalist forces, putting in peril the whole pro-western thrust of Turkish policy.

Such a prospect is deeply worrying for the west, since Turkey is an important ally and an increasingly big commercial partner. However, it is no longer enough just to be in the right place at the right time. The end of the cold war has changed strategic priorities. The US is reviewing its role as it downgrades its military presence across Europe as agreed at last year's Nato summit.

Turkey's relations with Europe are also at a critical turning point. Ankara is due to

enter a customs union with the European Union next year. However, there must now be doubts whether the deadline will be met given the current economic turmoil.

Turkey applied for full membership in 1987 and was politely rejected two years later. But today there is little realistic prospect of early accession. Indeed, Turkey is not even considered in the current round of enlargement talks, a point which makes it all the more important that Turkey does not slip up on its customs union commitments.

Turkey certainly has little room for error. In Mrs Tansu Ciller, the country has a youthful and energetic prime minister. However, her political inexperience has been starkly exposed by the ongoing crisis.

The prime minister's decision to adopt a hard line towards the Kurds may have a certain logic, since a more moderate policy might unleash the growing nationalist fervour. But Turkey's refusal to countenance any kind of reform is jeopardising its for-

merit as parliament lifted the immunities of six MPs from the radical Kurdish party, five of whom could now face the death penalty for publicly espousing the Kurdish cause.

The incident provided a sharp reminder of the draconian military laws limiting freedom of speech which are still in place in a country seeking full EU membership.

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- Tansu Ciller: Thatcher-style PR

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Government offices in Antalya display the portrait of Ataturk and a slogan reading "Ne mutlu Türkler dyene" - "Happy is he who can say I'm a Turk".

huge losses suffered by the public sector, without which much of the real benefits of a customs union will be dissipated.

A successful implementation of the stabilisation measures is vital to restore international confidence in Turkey's economy, and in Mrs Ciller's leadership. It is also crucial to ensure that the economic problems do not deepen, thus playing into the hands of Refah, who have successfully projected themselves as patrons of the dispossessed.

For the local election result on March 27 underscores a stark demographic fact. In Istanbul and, equally dramatically, in Ankara, the RP came to power backed by the "sans culottes" of Turkey's newly-spawned big city slums - much the same section of voters who backed the fascists and the communists in the 1970s.

"It's no longer a financial crisis. It's no longer an economic crisis. It's a political crisis," was how one Istanbul banker put it.

The Turks are a long-suffering lot. Faced with such a maelstrom, many less resolute and less phlegmatic societies would probably have cracked under the strain. Yet for Turkey to survive the crisis, the government must grasp the nettle of reform.

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IKTISAT BANKASI
TURKEY'S MERCHANT BANK

The economy faces a tough year ahead, reports John Murray Brown

Austerity deal poses test for Çiller

The bubble seems finally to have burst. After two months with the currency all at sea, Turkey's conservative-led coalition has been forced to batten down the hatches and administer a major stabilisation programme which, if implemented in full, would be the most comprehensive restructuring since the now infamous January 24 package of 1980.

With the lira still reeling despite overnight rates at one point as high as 1,000 per cent, the government abandoned its attempts to prop up the currency and faced up to the inevitable.

The jury is probably still out on the merits of the austerity package unveiled on April 5 by Mrs Tansu Çiller, the prime minister, but there is little doubt that 1994 is going to be a tough year for a nation which has long been accustomed to buoyant growth rates.

The political constraints will be considerable. Mrs Çiller's junior coalition partners, the Social Democratic Populists, although endorsing the package publicly, are known to be unhappy about certain of its clauses - particularly as regards privatisation. The main opposition Motherland party, ANP, may also initially prove truculent, although western diplomats point out that Mr Mesut Yilmaz, the Anap leader, could win some credit for supporting the programme if it succeeds, while distancing himself sufficiently if it comes a cropper.

The package comprises two parts - stabilisation measures such as price increases on government-controlled commodities, an investment freeze and one-off tax charges on the rich, and the longer-term structural measures such as privatisation and closures and reform of the state farm support system. Mrs Çiller has for the first time introduced an

explicit fiscal target, which in the first three months envisages a TL38,000bn reduction in the budget deficit through cost savings and increased revenues.

In parallel with the fiscal programme, the central bank is to introduce a new monetary programme. These measures are underpinned by moves to strengthen the bank, increasing its autonomy and reducing the extent to which it has to fund the budget.

The only way to make large cuts in public expenditures is through cuts in capital investment

Even before the announcement of the large increases in petrol prices as part of the package, Turkey's car production ground to a near-standstill. Consumer demand is set to dry up as spending power is eroded by the rapid devaluation. This may take some heat out of the inflation rate, which is expected to rise sharply over the next three months as the impact of the price increases starts to be felt.

This will inevitably have a dramatic effect on living standards, particularly for manual employees. The recession could be very painful for cyclical industries such as cement and construction services, says Mr Emre Yigit, head of research at Global Securities. The banking sector has been devastated by the collapse of the lira, with many banks caught holding lira assets in form of lending to Turkish companies while most of their liabilities are in foreign currency.

The "dollarisation" of the Turkish economy has been one of the more alarming developments of recent years. Today half of the total deposit base is in foreign currency. In a recent, much-reported case, a woman seeking divorce from her husband insisted in court that the settlement should be in dollars. Civil servants rush to the banks and foreign exchange shops to unload their lira.

Public desire for dollars reflects a deeper concern about economic management and the condition of public finances. Mrs Çiller has still to demonstrate that she can re-allocate, more and more people wanted to

tighten the situation.

Pressure has been building for some time. In 1993, the economy was already showing signs of overheating - in the second quarter the economy grew by 12 per cent. The growth was fuelled by the rise in imports financed by increased foreign borrowing, much of it short-term by Turkish commercial banks. The result was a record high trade account deficit reaching \$10bn by the end of 1993.

The need to finance the current account is one explanation for the sudden jump in Turkey's foreign indebtedness in 1993. Total debt reached \$65bn by the end of the year after a spike of bond issues at the

Treasury sought to avoid borrowing from the domestic markets, where high interest rates represented an increasing burden on the budget. The availability of foreign credits also allowed the Treasury to restructure its domestic debt by lengthening the maturities.

For the commercial banks, there was also a large increase in short-term foreign funding. Given the differential between domestic interest rates and inflation, Turkish banks have long been used to funding their loan book through offshore borrowing.

The demand for dollars is also trade-driven, as Turkish exporters increased market share. The situation was sustainable as long as there remained confidence in the lira. However, as soon as that collapsed, more and more people wanted to

hold their savings in dollars.

The banks were left in a vicious circle, having to find assets to match the increase in dollar liabilities. With banks allowed only to lend limited amounts to a list of registered trade companies, they were left with few options but to lend the deposits as lira loans. The resultant erosion of these assets merely forced banks to raise domestic bank rates to compensate.

With the currency continuing to suffer

The government's freedom to borrow will almost certainly be more constrained

the jitters, it is clear that Mrs Çiller must move swiftly to convince the markets. Turkey's foreign debt has been downgraded by both Moody's and Standard & Poor's twice since the start of the year. The government's freedom to borrow will almost certainly be more constrained.

The international bond market for less developed countries such as Turkey has already become more difficult after what appears to have been the turnaround in US rates. Turkey was forced to "pull" a \$750m global bond in March. Plans to float bonds in the state telephone monopoly, convertible into shares in the underlying company assets, will in all probability suffer the same fate.

The global bond was meant to set a benchmark for the PTT issue, although

the jitters were in agreement over the hardline remedy for separatist offences.

The divisions are certain to widen. Mrs Çiller has already issued what amounted to an open invitation to Mr Yilmaz to start merger talks. However the immediate question is how will Mrs Çiller accommodate the Anap leader. More than most of the mainstream party leaders, the clever but humourless Mr Yilmaz has been badly wounded by the election results. But given the

many bankers expressed scepticism about whether the deal could work given the fact that the PTT's privatisation remains blocked by the courts.

Evidence of the mounting liquidity crisis was there for everyone to see throughout 1993 with the government rescheduling payments to contractors, and with the Treasury's public finance department living hand to mouth to meet the next civil servants' salary payout or interest payments on the country's foreign debt.

A telling sign of the impending difficulties came on March 21 when the Public Participation Administration (PPA), the state agency in charge of privatisation, came close to defaulting on some \$400m worth of revenue-sharing certificates, after the Treasury refused to extend the amounts to the PPA. As a result, the agency had to go to interbank markets for \$300m.

The certificates are two-year bonds issued by the PPA in lieu of payments to road contractors. The bonds were denominated in lira but indexed to foreign exchange. It remains a moot point whether the bonds are considered a foreign or a domestic liability, but the momentary panic among the banks holding the paper was an early warning of the problems to come.

Against this background, the local elections were like a self-imposed deadline with the government wary of introducing radical measures before the polls, while making it clear to its foreign audience that it intended to move swiftly once the result was in.

The government's credibility is clearly on the line. It is now left to the prime minister and her new Treasury under-secretary, Mr Osman Birsen, to prove that this time they mean business.

in parliament at the next general election. The party currently has 40 MPs.

Much will depend on how well the RP does in managing the affairs of Istanbul, a city which has proved a notorious graveyard for the reputations of many parties - most recently the outgoing SHP administration.

The central government's ability to make life difficult is not inconsiderable. New cash constraints can be imposed. The near-bankruptcy of many administrations today can be traced to the fact that many were forced to borrow, some on international markets, with the result that municipalities are today facing severe ongoing debt service problems.

If RP comes unstuck, Turkish voters are unlikely to turn out in their droves at a general election for a party that cannot put water in Istanbul's taps or keep Ankara's municipal rubbish dumps at a safe distance from the city centre.

John Murray Brown

Election setbacks for the main parties may lead to political realignment

A shock for the secularists

The party's performance, doubling its vote over local polls in 1989, is likely to have a considerable fall-out. Mainstream parties will be forced to re-appraise their strategies.

The army, as the self-appointed guardian of Turkey's secular pro-western identity, will be watching events with particularly close interest.

Another possibility is that the army will be asking if the country is going the way of Algeria, where Islamic extremists seemed poised to

Could extremists take power by the ballot box unless the army steps in?

take power by the ballot box until the army intervened to suspend the elections and arrest the activists.

From Turkey's mainstream parties, a variety of responses seems possible. Firstly, the splintering of traditional voting patterns is certain to revive the debate about the need for electoral reform, to counter the Islamic challenge.

The proliferation of parties is bewildering. In all, the Turkish electorate had to choose between 12 parties, encompassing centre, right and left, social democrat, and the extremes of neo-fascists, Socialists and Islamic radicals. The notable absentee was the Kurdish-based Democracy Party, DYP. Its withdrawal from the election was in some part responsible for RP's strong showing in the Kurdish-speaking south-east.

In Turkey party distinctions often appear highly artificial, and frequently have more to do with personality than policy, something which is particularly true of DYP. For more than three decades the DYP and its former incarnation, the Justice Party, has been in the gift of one man, Suleyman Demirel.

Electoral reform would, of course, require a two-thirds majority in the 450-member parliament. Judging from the lack of consensus on most legislative issues to date, this may be hard to achieve.

One option is to introduce a two-tier system, modelled on the French system. The Turks

have already tinkered endlessly with the current arrangement, most recently in 1991, when the then Anap leader, Mr Yilmaz, introduced changes in the barrage system to discourage fringe and regional parties. To look at the line-up for last month's local polls, the safety mechanism would appear to have come undone.

The election will have created even more urgency. The RP has stolen votes from DYP and Anap, both of which once represented a broad church, a fusion of the strands that

make up the rightwing vote in Turkey from Islamic conservatives, to hardline nationalists and laissez-faire liberal progressives.

Another possibility is that both conservative parties will ignore the logic of creating a merger and merely move to the right in a bid to accommodate the Islamic vote and undercut the RP.

The prospect of a merger of left-of-centre parties seems more distant. All the parties - the SHP, the Republican People's party (CHP), and the leader of the secularist SHP.

Few areas of the world have seen such dramatic change. From the collapse of communism, to the emergence of the new Black Sea states, and now to the historic endgame being played out in the Middle East, there appears to have been in almost permanent state of flux in the region round Turkey.

It is not hard to find Turks today who long to recreate the cold war when the country was a stalwart flank of western defences. Turkey's position at the crossroads of Europe and Asia means it still commands a key importance. However for Turkey, such strategic certainties are a thing of the past. The Moslem world's only Nato member is today groping for a new identity, to build onto and complement the traditional twin pillars of its foreign policy - its security relations with the US and its deepening political and economic ties with its partners in Europe.

The result is that for the first time since the birth of the republic in the 1920s, Turkey is starting to play a decisive, if somewhat reluctant, role in its immediate neighbourhood - in the Balkans, in the conflict in the Caucasus, and not least in north Iraq.

Devising a comprehensive policy framework for such a patchwork of relations presents special problems. Firstly, many of the bordering states were once part of the Ottoman empire and carry with them the mutual suspicions of former subjects. In North Iraq, the Kurdish question presents a particular challenge given Turkey's own large and troubled Kurdish minority.

There is also the problem that Turkey, however much it tries to project a regional policy, is all too often seen as siding with its co-religionists. Related to this is the danger that policy is too often driven by the pressures of public opinion. The bloody events in Bosnia-Herzegovina and to a lesser extent in Azerbaijan's conflict with ethnic Armenian forces in Nagorno Karabagh have caused the sort of popular outrage not seen since the intercommunal violence in Cyprus which eventually prompted the Turks to invade in 1974.

Given such a background, western diplomats believe Turkish policy has been both cautious and realistic. There are nonetheless a number of clear policy objectives. With the increasing volatility of regional politics, it is no longer possible to adopt the sort of benign neglect which once characterised Turkey's stance to its neighbours.

With the end of the cold war, and the preoccupation of the Europeans with their own internal wrangling, Turkey needed a new role. Saddam Hussein's invasion of Kuwait seemed to throw up the bit part Turkey wanted. Thrust by geography, into supporting the allied war effort, the Gulf conflict seemed like a defining moment in Turkey's relations with the west. Today a more cynical appraisal is heard as Turks complain of the economic costs and the vital dangers posed by the creation of the Kurdish entity in north Iraq.

Turkey's relations with the former Soviet satellites presented equal difficulties. However, the creation of the Black Sea economic agreement did much to convince these new friends that they

Democratic Left party (DSP) of former prime minister Bülent Ecevit - claim to be the true torch-bearers for the secular reforms introduced by Turkey's founder, Mustafa Kemal Ataturk, after he abolished the caliphate.

The SHP, with more to lose after its sweeping win in 1989, took a particularly severe drubbing, losing Izmir and Adana, in addition to Istanbul and Ankara. The DSP polled just 8 per cent nationally while the CHP managed only 4 per cent.

Whatever happens, the long-term survival of the current coalition must be in doubt. At a personal level, Mrs Çiller, the DYP prime minister, has little in common with Mr Murat Karayalcin, the leader of the secularist SHP.

The coalition appears to have outlasted its usefulness. For one thing, the alliance had nothing to do with the current leaders of the respective parties. It was largely the creation of Mr Demirel and Prof Erdal Inonu, the former deputy prime minister who stepped down as head of SHP in November, paving the way for Mr Karayalcin's election.

Divisions over policy - whether it is the Kurds, the economy, or the place of Islam in society - have strained an already uneasy cohabitation.

Ironically, the one issue where the SHP stood its ground was over the draft for the new anti-terror draft law. In this case, negotiations broke down over DYP's refusal to include Mr Murat Karayalcin, the leader of the secularist SHP.

state of the economy, he may be reluctant to join forces, fearing to get tarred with the same brush as Mrs Çiller.

Municipal polls, of course,

have no direct bearing on party strengths in parliament, although according to one expert, the RP vote would translate into around 150 seats

able. Both parties were in agreement over the hardline remedy for separatist offences.

The divisions are certain to widen. Mrs Çiller has already issued what amounted to an open invitation to Mr Yilmaz to start merger talks. However the immediate question is how

will Mrs Çiller accommodate the Anap leader. More than most of the mainstream party leaders, the clever but humourless Mr Yilmaz has been badly wounded by the election results. But given the

Istanbul has proved a graveyard for many parties' reputations



Kurdish women at work in the cotton fields in south-east Turkey

FOREIGN POLICY

The region's reluctant activist

were not just exchanging one form of domination for another. Relations with the Arab world will continue to be tempered by colonial grievances and strategic calculations relating to Turkey's control of much of the region's water.

Yet even here, Turkey has made efforts to forge ties, particularly economic ties, and is actively supporting US efforts to solve the Arab-Israeli conflict.

More broadly, the real test has been how to match Turkey's security concerns with those of its western allies. As the ongoing disagreement over Bosnia has shown, these interests do not always coincide.

As a Moslem country, which sees itself as European, Turkey can hardly stand idly by

In the Balkans, Turkey's policy goals are particularly complex. On one level, there is the security concern that the crisis could suck in other regional countries - Greece, Albania and perhaps Bulgaria, which would bring the conflict much closer to Turkey's borders.

The popular perception is that the west's invasion is part of a bid to rid Europe of its Moslem populations. As a Moslem country, which sees itself as European, Turkey can hardly stand idly by.

At a popular level the crisis has served to highlight what is perceived as western double standards towards the Moslem world, and has inevitably fed the resentment that many Turks feel towards their European "friends".

What is needed is a policy framework that is both consistent and comprehen-

sive. In late 1992, Turkey played host to a conference in Istanbul, attended by almost all the regional countries to the Yugoslav conflict. By so doing, Turkey staked its own claim to be considered as a Balkan country. It also implicitly rejected the notion that a solution to the conflict could be found only through the good offices of international bodies such as the United Nations and the European Union.

Today the international community appears to have inclined round to Turkey's long-held view that Serbian aggression has to be met with force. However, in Ankara this is little cause for satisfaction. Too much innocent blood has already been shed.

For Turkey, the threat of the "spillover" from the Bosnian war is not simply a theoretical question; it is a matter of vital national interest. The country's anger at the west's failure to stop the slaughter is all the more acute given that Turkey, as a Nato member, is nominally a party to that western inaction.

The approach of the EU from the start has been how to divide Bosnia-Herzegovina into three. We believe the EU has never tried to maintain an integral Bosnia-Herzegovina. This is not justice for Bosnia," says one senior Turkish official.

With some feeling he describes the London conference hosted by Mr John Major, Britain's prime minister, as "more window dressing". He is equally forthright about the Geneva peace process. "We are not part of that plan. All it has achieved is to prolong the fighting."

The Turks are bitter for a number of reasons. As a former Ottoman dependency, Turkey feels a moral responsibility.

ity to Bosnia. At home, this sense of kinship is heightened by the presence of a 2m strong Bosnian community - Moslem Slavs who settled in Turkey in the early 1980s when the territory was annexed by the forces of the Austro-Hungarian empire.

Moreover, having recognised the independence of Bosnia, the Turks insist that the international community is morally bound to help preserve the integrity of the republic's borders.

Upholding the sanctity of borders is in many ways the guiding principle of Turkish foreign policy, whether in underpinning its arguments in Bosnia or in the Caucasus or in its own refusal to concede the need for a more flexible line on Kurdish demands for autonomy. However, sticking to this principle places Turkey in a potentially awkward dilemma, particularly if the conflict spreads to Kosovo, where Turkey would have to decide on the "rights" of the ethnic Albanians who make

Academics and educationists award Turkey's state education system good marks for effort, but lower grades for an inconsistent approach, lack of qualified teaching staff and patchy provision of facilities.

Mirroring the political swings and roundabouts, there have been 63 ministers of education in 70 years, each making a mark by overhauling, reversing, amending or merely tweaking the system.

Nevertheless, there have been strides in improving the literacy rate from only 10 per cent 50 years ago to 80.7 per cent in 1990. There are, however, marked differences between the literacy rates of men and women, the young and the elderly as well as in urban and rural areas.

The development of educational facilities has been constrained by population growth, migration and urbanisation. Widespread birth control slowed the birth rate from 2.49 per cent in the late 1980s to 2.0 per cent in 1990, which is still high in European terms. Thirty-five per cent of the population is under 15 years of age. The age distribution pattern has led to high unemployment rates among young people with

nearly 65 per cent of the jobless aged between 22 and 29 years old.

Family size is declining in higher income families, but rural families are still large. The south-east has the highest population growth in the country, which is politically significant as most people in these

areas are Kurdish.

School building programmes have sometimes lagged behind the rapid urbanisation, leading to double shifts at some urban schools while those in the villages have been emptied of pupils. In the cities population is growing by 4.5 to 5 per cent a year, amounting in 1990 to 61.3 per cent of the country's total.

Spending on education devoured 19.2 per cent of the

budget in 1990, second only to general public services at 25.2 per cent, and more than defence at 11.7 per cent. The cost of compulsory education between the ages of six and 14 is borne by the state, but parents are expected to contribute towards the cost of books or additional facilities - so that the poorer areas, which are in the most need, fall further behind.

The Turkish educational system of primary, middle, general and vocational high schools and universities, has a declining enrolment rate from one stage to the next. Efforts are being made to provide easy transfer between vocational, technical and general secondary programmes and to tailor-make developments in industry. "We have a big hole in the middle," says Professor Mehmet Saglam, president of YOK, the Higher Education Council. "There are more than enough good engineers, but far too few able technicians."

The TDEV succeeded in securing private and government

funds for classrooms and facilities while the Merchant Marine Academy, run by the Istanbul Technical University, replaced its four-year course with a 2½-year sandwich course, leading to an expected 200 deck and engine-room officers graduating from the college every year, double the present number.

In higher education, there is stiff competition for university places. Out of 1m applicants, only a third secured a place last year, despite annual intake increases and the creation of new universities. From only 19 universities in 1982, there has been a threefold increase to 57, of which four are private, while student capacity has risen from 49,000 to 173,000. As a result, there is a lack of qualified lecturers and academic staff and the student to lecturer ratio has grown rapidly.

In stark contrast to the austere, Dickensian state universities, the recently established private universities are bright

and dynamic. Bilkent University, modelled on private US research universities, is epitomised by its energetic

rector, Mr Ali Dogramaci. Its

rapidly expanding campus,

where all the teaching is in

English, is funded through a

foundation comprising an

array of companies from print-

ing plants to furniture produc-

ers, which also act as suppliers

to the campus.

YOK was established in 1982

as a co-ordinating and policy

making body to develop Tur-

key's higher education system.

Under its umbrella, the Inter-

University Committee is

responsible for improving stan-

dards and supervising

research, higher degrees and

other academic matters. Mem-

bers of the council and the

committee are predominantly

drawn from academia, with

one third of the 21 seats

appointed by the government.

There remains a deep-seated suspicion over the role of YOK among those who believe it is a hangover from the military coup of 1980 when right and left-wing activism was rampant at the universities. But this is countered by Prof Saglam who stresses the education council's academic credentials and its metamorphosis since its formation.

The universities are conscientiously apolitical; neither faculty members nor students are permitted to be active members of political parties. As Seyfi, a student at the technical university in Istanbul says: "We are here to be technical, not political."

The universities, however, cannot isolate themselves from the current debate over Kemalist doctrines, democracy and the secular nature of the republic. Although out of the headlines, the issue of whether women should wear head-scarves on campus remains. Turkey's secular constitution tolerates the expression of religious beliefs but draws the line at open identification with the principles of an Islamic state. The universities are at odds over when a woman's insistence on covering her head becomes a political statement.



Terry JONES

Industry's needs are not being met, writes Anne Counsell

Education: must try harder

There are double shifts at urban schools while the villages have been emptied of pupils

John Murray Brown on the army's role in political life

Prestige goes on the line

make up modern Turkey, whether the growing Islamic consciousness, or the tension between modernism and tradition, almost certainly have their mirror image in the messrooms of Turkey's armed forces.

Turkey has the second largest army in Nato, after the US. In all, the Turkish armed forces comprise

560,000 troops and the army can call on a further 1m reservists. The budget, agreed by parliament, was around \$5.4bn in 1994, equivalent to 10.5 per cent of the national budget.

There are a number of other sources, including money from the Defence Industry Support Fund and the Foreign Military Sales from the US. In addition, the Armed Forces Pension Fund (YOK) has assets in

a car assembler (together with Renault of France), in several cement companies and, most recently, a majority stake in an Istanbul trade finance bank.

The restructuring of the armed forces' inventory has two elements - to upgrade the technology and to streamline sources of supplies. In line with this, the F-16 fighter aircraft assembler plant at Martıd in Ankara is being beefed up. The programme is winning support under the \$4bn Gulf Defence Fund, set up under US sponsorship in the wake of Kuwait's liberation to utilise Saudi and other Arab finance to strengthen Turkey's defence industry.

The need to beef up the fire power of Turkey's armed forces and enhance its mobility is the subject of countless Nato studies.

However, the TV pictures of US smart technology deployed against Iraq shocked the military top brass, and highlighted the limitations of Turkey's armed forces and their reliance on out-of-date western

hand-me-downs. The technological debate about hardware has given new impetus to those calling for the abandonment of conscription in place of a more professional corps. In Turkey military service has traditionally been a form of remedial education for many of those from poorer homes. It has also inculcated a sense of patriotism, and imbued generations of young Turks with the tenets of the social and political reforms instituted by Mustafa Kemal Ataturk, the founder of the republic. As Mehmet Ali Birand in his book, "Shirts of Steel", makes clear, a stint of military service also does wonders for the calorie count of the average Turkish freshman.

There is, on one level, the tension between the goals of a conscript army and those of a professional corps. There is also the inevitable tension between "Islamism" and Islam. In this context, the army has refused to allow children from the Imam schools into military academies and continues to operate a



Richard WALKER

An army patrol in Diyarbakir, Kurdistan, in south-east Turkey

project for his current affairs programme, 32nd Day, he was hauled before a military tribunal and two of his journalists were charged.

The make-up of the regular Turkish army - the graduates from the military academies rather than the conscripts - is changing, too. The intake are no longer the products of the ruling elite as in Ottoman times. The social composition reflects the changes in society at large. Indeed, western defence experts believe the current class

are more often the sons of non-commissioned officers rather than of generals and colonels. For many Turks, particularly from poorer backgrounds, an army career provides upward mobility and an

escape from the backwardness of rural life.

On the other hand, today's officers seem more ideologically hide-bound to Kemalist ideas. Birand's book on the Turkish army points out that the Kemalist curriculum actually increased sharply in response to the 1980 coup d'état.

Often, this has manifested itself as condescension towards the elected politicians, who are perceived as unreliable, inconsistent and too eager for popularity.

There is also a feeling that national defence policy is too important to be left to the civilian politicians. Despite returning the country to democracy in 1983, the military is still at the centre of Turkish political life. The constitution gives the army extensive powers. The army chief is subservient only to the president. The defence minister has little sway. General Dogan Gures, Turkey's chief of staff, must be the nation's most photographed personality, usually captured standing alongside Mrs Tansu Ciller, the prime minister.

At the centre of the problem is the tension between an army which is militarily effective and one which is politically reliable. The history of the three military interventions between 1960 and 1980 gives the debate added poignancy.

A Quiz on Turkish Banking.

a) Which is the best capitalized, most profitable and most professional multi branch Turkish bank?

In 1993, 8.3% of its shares were sold to US-based investors, through Lazard Frères & Co. and Baring Brothers & Co.

b) Which Turkish bank doubled its net income in the last year?

c) Which bank offers continuous profitability through its investment in the future?

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Anne Counsell on Ankara's predicament in the conflicts of the Middle East

Caught between a rock and a hard place

ently gazing westwards towards Europe in the hope of economic and political engagement, Turkey remains constantly mindful of its geographic location, regional importance and fractious neighbours.

It is therefore somewhat piqued that the west appears less than sympathetic to Ankara's predicament as an "interface" with the Middle East, quite apart from other complicating factors arising from its position abutting Central Asia and the Balkans.

"We are caught between a rock and a hard place," says a foreign ministry official, mildly rebuking the western notion of Turkey as an area of calm in a troubled sea. Additionally, the place and relative weight of Turkey in US and European foreign policies on the Middle East is a source of both hurt pride and confusion for Ankara, which senses an often arbitrary treatment of Turkey's "special position".

Associate membership of the Western European Union (WEU) is cited as an illustration of a perceived failure of co-operation with Europe, for it gives Turkey a seat at the table but with no guarantees.

As well, Turkey is resigned to a prolonged - if not futile - wait for membership of the EU, and has felt slighted as Nordic and east European countries leapfrog the queue.

There is a strong, although understated, displeasure that Turkey is considered merely a buffer between Europe and the Middle East rather than a true friend. This sentiment has gained ground as the country continues to experience the sharp end of the United Nations embargo against Iraq following the Gulf War.

"The Gulf War was not between Iraq and Kuwait and Turkey," said Mr Hikmet Cetin, the Turkish foreign minister late last year. "But not everyone is gone and Turkey is being penalised."

This message was taken up by Turkish prime minister, Mrs Tansu Ciller, during a recent visit to Washington where she emphasised Turkey's economic losses resulting from the continued closure of the 986km pipeline running from the Iraqi oilfields of Kirkuk to Turkey's southern coast. It has not been used since August 1990 when Turkey turned off the tap in compliance with the UN trade

embargo against Iraq. About 7m barrels of crude is trapped in the pipeline, of which 3.2m belong to Turkey.

Mrs Ciller put the total cost to Turkey at around \$20bn, including direct revenue and royalties losses of \$2bn annually. Indirect losses include the bait in supplies of cheap petroleum for domestic consumption, the steep fall in tourist numbers, pipeline construction costs and outstanding trade debts. In addition, mounting unemployment in the south-east has, in turn, created further economic difficulties and exacerbated problems of migration and terrorism.

The pipeline also faces corrosion as well as attack from Kurdish groups. Turkey wants the pipeline emptied of oil and made ready for immediate use once the embargo is lifted. It has suggested a framework for

disputes over the Southeastern Anatolian Project (Gap) for irrigation and dam development. Syria has been known to increase support for the PKK if it thinks Turkey is being inflexible over the water issue whilst Turkish officials maintain that water rights are not to be negotiated as a trade-off against the PKK.

Under a 1987 protocol, Turkey agreed a supply of 500 cubic metres per second until the completion of the Ataturk dam. The reservoir has been filled but without agreement on "allocation".

Ironically, Syria is negotiating the purchase of electricity generated from the dam it vociferously condemned. This deal may precede the long-awaited idea of a Middle-Eastern power grid in concert with Jordan, Egypt, and Iraq.

Syria's territorial claims over the Turkish province of Hatay in southern Turkey are largely in abeyance, for now. Large maps of "Greater Syria" which jostle for wall space with portraits of Hafez Al Assad's in Syrian government offices, have more of a sentimental than cartographical value.

The relative thaw in Turkey's tie with its Arab neighbours is somewhat of a diplomatic coup but it is muted by Ankara's awareness that the Baathist regimes in both Syria and Iraq have long exhibited antipathy towards Turkey and that Iran is distrustful of Turkey's secular, western approach.

Historically, relations between Turkey and its Arab neighbours have been clouded by the conflict between the ideas represented by Arab nationalism and those of the Ottoman empire. Turks felt betrayed by the Arabs after WWI while Arabs have long considered Turkey a less-than-benign colonial power which strangled its Arab provinces during the Ottoman empire.

Turkey's policy objectives in Central Asia have been limited by its desire not to be seen as a "counter balance" to Iran. Turkey and Iran are of a similar size and population and both have an ethnic mosaic of Azeri Turks, Turkomans, Arabs, Whilst Iran's Shi'a structures have unified minorities who

suffered repression under the Shah. Turkey's secularism and comparative tolerance are an anathema to Tehran.

There is speculation that Iran and Saudi Arabia may be funding mosques and educational foundations which could assist the rise of Turkey's minority, a Turkish version of Shi'ism, remains a smouldering issue with Iran and there are intermittent clashes between the orthodox Sunni Muslims and the Alevis, mostly in the centre and east of the country.

The official emphasis is on economic ties. Turkey and Iran have also been discussing the extension of a pipeline to carry natural gas from Turkmenistan to Europe and the proposed construction of another pipeline to carry Iranian natu-

ral gas to Europe through Turkey. Also, Turkey has shown interest in buying Iranian crude in return for Turkish goods and services.

Of late, there has been a flurry of activity between Turkish and Israeli officials, accompanied by warm, even

peace accord is reached. Turkey was one of the first countries to recognise the state of Israel, and has maintained ties since 1949, balancing this with support for the committee of Palestinian rights and recognition of the state of Palestine declared by the PLO in 1988.

Relations with Israel gained momentum with the visit of Israeli president Ezer Weizman in January. A host of agreements from double taxation to trade were initiated including a three-way tourism pact between Turkey, Israel and Egypt.

Co-operation with Israel on terrorism, however, was not rapturously received. When Mr Cetin visited Jerusalem last year, Israeli officials avoided a commitment to provide intelligence or take joint action against Kurdish rebel bases.

During his visit, Mr Weizman said: "Turkey talks to everybody." However, Turkey is anxious not to be viewed just as a "talking shop" or a neutral venue. It wants to ease the strains of "living in a tough neighbourhood".

Turkey is feeling the sharp end of the UN embargo after the Gulf War with the continued closure of the 986km pipeline from the Iraqi oilfields of Kirkuk

doing this in co-operation with Iraq. This scheme was politely turned down by the US, which said it could only be done within existing UN Security Council resolutions.

To add insult to injury, the UN sanctions committee has allowed Iraq to export 50,000 barrels a day of crude and 20,000 b/d of fuel oil to Jordan because of the kingdom's economic difficulties. "Which side was Jordan on in the Gulf War?" asked a senior Turkish official pointedly, adding that Turkey had followed the western line to its own detriment.

There are indications that Turkey is reshaping its Middle East policy. It is assuming a higher profile in Arab-Israeli relations, Iraq and in finding a solution to the region's water problems. At the same time Ankara is taking account of its domestic situation - in particular the cross-border activities of the Kurdish Workers Party (PKK) - but it is also toeing the West's diplomatic line.

Turkey has conveyed to the US its view that Ankara should resume a "business as usual" approach with Baghdad. This

Kurdish state but holds out the possibility of an autonomous area in northern Iraq if the people wish to return to 1974 autonomy or some other form of self-government.

The location of PKK resistance groups in northern Iraq is a source of constant antagonism to Ankara. In January, more than 50 F16 and F4 Turkish jets attacked the PKK base at Zola on Iraq's border with Iran. The attack may have been carried out with the help of Iran, which closed escape routes.

Aware that good relations hinge on control over PKK cells, Turkey and Iran have improved co-operation on security matters. Iran's main worry is the Iraq-based Mujahideen Khalq group, which has also been active in Turkey.

Turkey's main "unsubstantiated" with Syria also centres on the PKK. Ankara has stated it cannot accept "state terrorism" and cross-border PKK activities remain a sticky issue despite Syrian measures against PKK bases in Beka'a, forcing the closure of camps, which were relocated to Zola. The issue is complicated by

Turkey's textile industry is ready and waiting, if not champing at the bit, for customs union with the European Union. Extensive preparations for the 1995 deadline have been made and a timetable for the reduction of import duties is nearing its target of zero.

The industry has long awaited the removal of the "stifling" tariff and non-tariff barriers to trade, in particular the quota restrictions which strangled its Arab provinces during the Ottoman empire.

Turkey's policy objectives in Central Asia have been limited by its desire not to be seen as a "counter balance" to Iran. Turkey and Iran are of a similar size and population and both have an ethnic mosaic of Azeri Turks, Turkomans, Arabs, Whilst Iran's Shi'a structures have unified minorities who

growth and high rates of investment have coincided with recession in its main export markets. Spiralling inflation, high domestic energy costs and rising raw material prices have reduced Turkey's competitive edge in the textiles sector and its rising export figures have been hard-won. The difficulties have been exacerbated by increased market penetration from Asian producers.

Over the past three years, textile exports have been falling both in volume terms and more steeply in dollar terms.

Buyers and shippers of textiles and apparel have also caught the industry's infectious enthusiasm for customs union. "No more quotas, no more form filling, no more phoning up to be told I can't have a re-order because quota limits have been reached," said a ready-to-wear buyer for high street stores in Britain.

However, as the appointed "zero" hour has neared, the road to free trade has developed ruts, potholes and other obstacles to jolt its travellers. Turkey's application for EU membership continues to gather dust on the shelves in Brussels as Nordic and east European applicants nudge Turkey further down the queue. For many Turkish industries, the prospect of customs union without the benefits of full EU membership and economic integration has increasingly been perceived as half-way to nowhere.

The country's textile industry is also wary that the EU may retain some quotas on

foreign producers have been eyeing Turkey's youthful and increasingly fashion-conscious market

This has been offset by the rapid rise in apparel exports which have climbed from \$2.4m in 1989 to \$4m in 1992. "In recent months, the issue of EU quotas has been less of a headache than the domestic economy," says Mr Mustafa Boyacioglu of the Istanbul Apparel Exporters Association (IKTE) which represents its 10,000 members producing over 80 per cent of exports in the sector.

Currency instability, the lack of a coherent economic programme and rising costs have deferred investment for several months. Last August's export incentives to increase export financing, improve export credit terms, rebates on utility costs and extra cargo flights to avoid the disruption of the overland route via former Yugoslavia have been almost negated by the deteriorating economic situation.

Inflation, which last month reached an annualised rate of 73 per cent, is expected to cloud the textile sector's wage negotiating round, which begins in September. The threat of strikes loomed large during the last semi-annual round when average monthly wages were \$246. The textiles groups are better organised than the apparel sector which is mainly comprised of small to medium-sized businesses with a high turnover of employees. The forthcoming round is expected to be bruising and some employers suggest that heavy wage demands would be the nail in the coffin for competitiveness, possibly leading to many closures.

Brussels has not committed itself to the elimination of quotas, an issue which will ultimately be decided by EU member states. Turkish producers are worried that Portugal and Spain may seek to retain some restrictions to protect their domestic industries. The quota issue is crucial to the textile and apparel industries which are Turkey's largest foreign exchange earners, with combined exports of \$5.4bn in 1992. The share of total export earnings has risen steadily from 30 per cent in 1989 to over 37 per cent in 1992. The EU buys 72 per cent of Turkey's textile and apparel exports and 26 per cent of the country's total export earnings originate from textile and apparel exports to the EU.

The industry is growing concerned that something less than full union will be enacted. Import competition combined with any vestiges of export limitations could devastate an industry which has been struggling to overcome a host of problems and prolonged period of upheaval.

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The Bakirkoy textile factory at Kosyakli, near Istanbul

Tony Kirk

import duties of around 40 per cent. EU garment sales to Turkey in 1992 amounted to only \$36m but would rise rapidly after customs union when import duties would be zero.

Several EU clothing groups, notably Italian producers, have sought to gain a foothold through licensing agreements to market their products in Turkey and in the Turkish speaking areas of the CIS. Pancafil of Italy last year signed a five-year agreement worth over £150m.

The Turkish apparel sector is confident that it will be able to withstand the impact of full

competition by doubling its exports within five years of the EU lifting quota restrictions. It is, however, acutely aware that its present advantages such as a mature and broad product range, a skilled workforce and quick response and re-order times need to be backed up by further investment and modernisation.

Without the latter, Turkey's leading industry will be unable to face either the challenges or the opportunities of the full customs union it has been waiting for.

Anne Counsell

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BALANCE SHEET (US\$ 1,000) 31/12/1993

ASSETS	
Cash and due from banks	1,311,136
Reserve requirements	323,998
Loans	1,785,510
Overdue loans	178
Participations	99,401
Premises and equipment	142,441
Other assets	216,984
Total Assets	3,882,648
LIABILITIES	
Deposits	2,225,090
Borrowed funds	637,109
Other Liabilities	480,768
Total Liabilities	3,342,957
STOCKHOLDERS' EQUITY	
Capital	172,914
Reserves	176,595
Profit (after taxes)	190,172
Total Stockholders' Equity	539,681
Return on Average Equity	54.46 %
Return on Average Assets	6.31 %

*Capital has been increased to US \$ 276,663 as of March 1994

1993 results bear out what the international financial community has known for years.

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Turkey imports or use restrictions on the textile sector as a lever to prise open Turkey's other more reticent sectors.

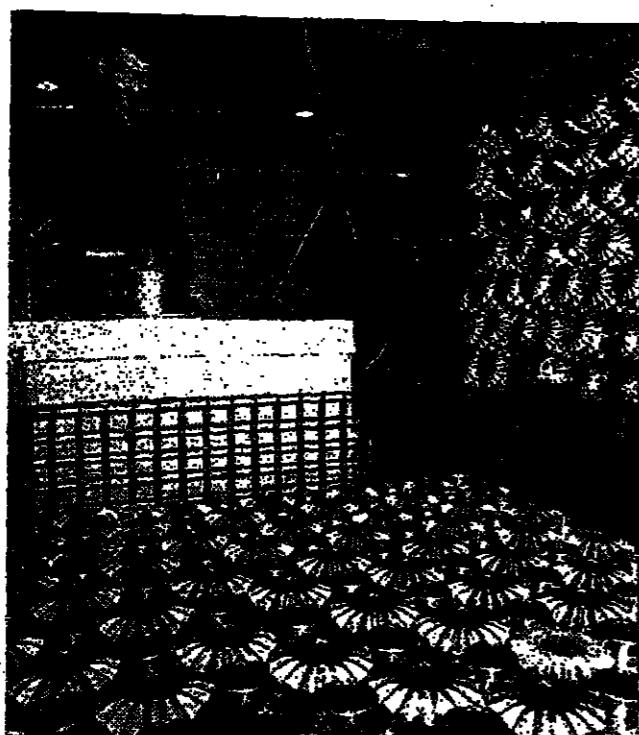
The vehicle industry and durable goods manufacturers have been lobbying for more time to prepare for the full effects of competition which will squeeze their market share. The recent deterioration of the economy has fuelled the case for some form of delay or prolonged phase-in period and there has been mounting speculation of slippage in the customs union timetable.

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Vehicle component production at the Hema Diesel plant, Polatlı

Terry K. K. K.

Car manufacturers' fears

One-way street for imports

Turkey's vehicle manufacturers are reluctant to be guinea pigs. The unique and uncharted prospect of customs union with the European Union without full EU membership has little appeal to an industry which has enjoyed high tariff barriers, a growing market and government incentives.

"We are not opposed to competition, nor are we against customs union," says Professor Krcan Tezer, secretary-general of the carmakers' association (OSD). "We do not want to do customs union. All we are asking for is a reasonable period to adjust within a proper programme and schedule."

The industry is worried that sudden deregulation will be a one-way street, resulting in a flood of imports, especially from eastern Europe. Japan and Korea, Lada and Skoda already account for over 50 per cent of the import market and this would climb rapidly if Turkey were to adopt the EU's common commercial tariff for third countries.

The OSD, which represents Turkey's 15 passenger, commercial, light goods and tractor manufacturers, has been lobbying the government and Brussels for a reprieve. It recently commissioned a report by McKinsey's, the US management consultancy, which concluded that the industry needs another five years to consolidate its investment programme and prepare for customs union.

The motor industry has been Turkey's fastest growing manufacturing industry with an average annual growth rate of

12.5 per cent between 1987 and 1992. In terms of production, it ranks third after food processing and textiles and provides employment for more than 0.5m people.

The two largest companies, Tofas - a joint venture with Fiat - and Oyak Renault together enjoyed a market share of 73.9 per cent in 1993. Total car sales in 1993 were 41,828, a 40 per cent increase over 1992 with demand fuelled by Turkey's high growth rates, the availability of credit and rapid urbanisation. In addition, the number of cars per 1,000 people stands at 35, one tenth of the average in western Europe, highlighting the potential for sales growth.

So why the fuss about customs union? The runaway rise in production and sales lies in the face of the general European trend, which has been quite in the opposite direction. "There has been a long-term programme of investment in the Turkish car industry," says Mr Jan Nahum, general manager of Tofas. "Twenty-two years ago there was no auto market, even 10 years ago a viable auto sector was unimaginable."

Tofas, which in 1993 cornered 44.1 per cent of the domestic market, produces three main series - the Bird, based on the Fiat 131, the Tico and the Tempra series with different models in each category. Tofas and its main competitor, Oyak Renault, are the only producers achieving close to optimum capacity.

In order to benefit from economies of scale and to remain competitive, the two producers

According to an Istanbul analyst, "the PMT set off the market's decline and it was all downhill from then on." He is not talking about hormones. "Post Moody's Tension" on the Istanbul stock market resulted in an evaporation of confidence and the disappearance of funds.

The acronym and the trading room banter belie the financial fall-out of recent months. The parlous state of Turkey's public finances was highlighted by Moody's rating agency in mid-January when it downgraded Turkey's long-term debt rating from BAA to BAA, considered a "junk" rating. This was briskly followed by Standard & Poor's which reduced its long-term foreign currency rating from BBB to BBB minus.

The Istanbul Stock Exchange 60-share composite index ducked and dived with the ensuing upheavals on the foreign exchange market as Turks rushed to buy dollars and interbank overnight interest rates rose to 150 per cent.

By early February the index had sunk 30 per cent from its high of 28,300 in early January. There was no respite - inflation figures turned sharply upwards and the second cen-

tral bank governor in six months resigned. The stock market dropped a further 23 per cent to hover uneasily around the 13,000 level.

Trading volumes all but collapsed as traders retreated to lick their wounds and await the outcome of municipal elections. Turnover plummeted to TL1 trillion (556m) from an average of TL4 trillion in early January when the market was at its high.

On the almost empty trading floor, boards are locked within half an hour as prices hit lower limits for the day - a far cry from the halcyon days of last year when traders streamed into the rundown stock market building near the docksides. Last year, Istanbul was a darling of the emerging markets, rising by a meteoric 194 per cent in dollar terms and outperformed only by Poland in the emerging markets league.

In November, the high levels of for-

sign interest and recognition of the market's own regulatory system resulted in the Istanbul market joining the two dozen exchanges in the world granted the status of "designated offshore securities market" by the US Securities and Exchange Com-

"The economy hasn't been mismanaged. It hasn't been managed at all"

mission.

Last year, everyone was buying on expectation, now they are selling on reality," says Mr Ozkan Gokdemir, general manager of Carmen Invest.

The shares of many companies have fallen below their book values. Erdemir, an iron and steel producer which last year invested \$1.5bn in new plant

In happier days, the stock exchange hoped that privatisation would boost the hungry market with new issues. Today brokers are doubtful that the programme will succeed, noting that more has been spent on studies than has been realised by sell-offs.

In March, a report by the Istanbul-based Turkish Young Businessmen's Association said the success of privatisation would depend on political resolve, noting that "officials approach privatisation as an independent issue rather than as part of an economic improvement plan". By way of encouragement, the report pointed out that "privatisation programmes had been implemented successfully even in countries with worse economic indicators than Turkey."

The consensus, however, is for a semblance of stability after the volatility of recent months. A few of the optimists hope that the economy will be on an even keel by the time the stock market moves to its expansive, new premises in the Istinye business district of Istanbul. Those with more bearish tendencies note that the move has already been delayed by six months, as has the change-over to a fully automated trading system.

Treasury paper will be something like 22 per cent of our GNP," when it was quoted in the budget at 26 per cent."

Turkey's problems, he asserts, are short-term. "To lose the confidence of the market can happen in just one day. To rebuild you may need more than one day. But the public should realise, the banks should realise, it's normal to have such disturbances."

Mr Unsul appears equally confident that the banking sector can ride out the crisis. "If you make money with your short position, you may lose with your short position, and that's a fact of life," he says.

But he is sensitive to the suggestion that his policies contributed to the currency crisis. "Everyone needs a reason for a problem," he says, searching for an explanation. "Tax was certainly one aspect. If you start taxing some of the instruments and not others, you create a disturbance to the advantage of one and disadvantage of the other."

Treasury paper was used as a tax shelter. In late November, when the tax rumours started, that's when the banks started to cover their positions."

Anne Counsell on the stock market fall-out

A meteor falls to earth

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An adviser to the prime minister talks to John Murray Brown

Elegant Unsul shuns blame



Carmen Unsul short-term problems

was his professor at the Bogaçici University.

It is his public finance strategy that is widely blamed for fuelling overnight rates, which led to high borrowing costs, causing a dramatic contraction of business activity, and leaving the banking sector gasping for breath.

His bid to restructure the government's domestic debt is seen as the main cause for the collapse of the Treasury bill market.

In the wake of January's 12 per cent devaluation and the subsequent currency turmoil, interest rates on government bills have shot up to 125 per cent, and even at that rate there is little demand. The Treasury is selling less than TL100m at its Wednesday auction compared with an average figure of around TL20,000m last year.

Mr Unsul's strategy had a certain elegance. By lengthening maturities, the government

set out to ease its debt service burden. The side-effect, however, was that the repeated cancellation of the weekly auction has left the market with an overhang of Turkish lira - one of the main factors fuelling dollar demand, and leading to the run on the currency.

"I didn't say that interest rates should come down. I just said for one-year paper I'll pay more. We were lucky to do that. If we had gone into this crisis with heavy three-month funding for the Treasury, we would have been in deep trouble. But in nominal terms, it's the same as last year or even less than last year.

"I don't think we have a problem," Mr Unsul avers, pointing to a 30 per cent increase in foreign investment approvals in 1993. "On the contrary, with the customs union (with the European Union) Turkey will be a production centre, a stepping stone, the penetration point for the market."

His personal conviction has so far failed to persuade the markets. The lira has lost close to 35 per cent in the wake of the 12 per cent devaluation in January.

Mr Unsul is keen to stress that whatever has happened was a collective decision. "It wasn't fair to blame me. We had hourly meetings or daily meetings, with the central bank, the state planning organisation and with finance."

He prefers to put a more positive gloss on what has happened. "Everyone needs a reason for a problem," he says, searching for an explanation. "Tax was certainly one aspect. If you start taxing some of the instruments and not others, you create a disturbance to the advantage of one and disadvantage of the other."

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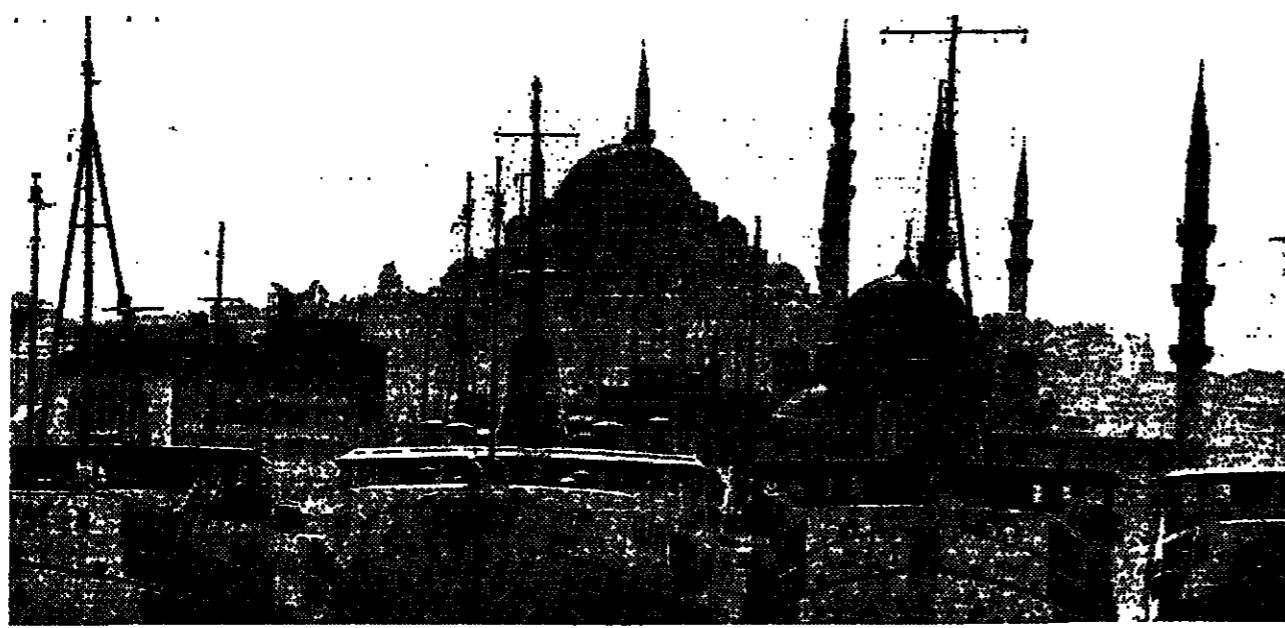
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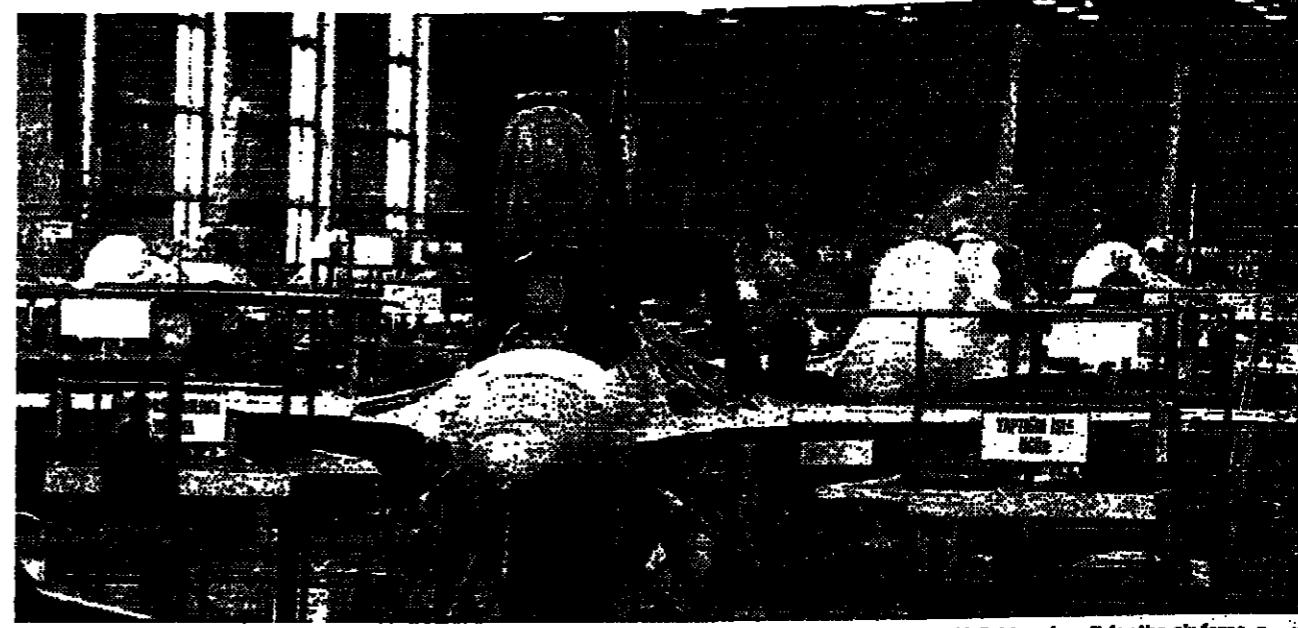
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Bosphorus Ferries on the Golden Horn at Istanbul, with the mosque of Suleymaniye the Magnificent in the background



Turkish Aerospace Industries' plant in Ankara, a joint venture with General Dynamics of the US, produces F16 fighter aircraft for the air force. Tony Kite

John Murray Brown assesses a move that will have a great impact on the country's economy

On the last lap to a customs union

After 20 years of fitful progress, Turkey and the European Union seem finally to have embarked on the last lap to a customs union. The visit to Ankara in early February of Sir Leon Brittan, the EU external affairs commissioner, has given a new momentum to the project. If all goes to plan, the trade barriers are scheduled to be lifted in 1996, marking the most important change in Turkey's business environment, and a further milestone in its bid for full EU membership.

Considerable adjustment is required not just to Turkey's budget but also to the trade balance with the EU and to those sectors of industry most vulnerable to import competition.

Implementing a customs union is difficult at the best of times, but Turkey is trying to do so with its own domestic economy in turmoil.

Recent turbulence in Turkish currency markets has forced the government to devalue the lira by 12 per cent. Commission officials believe the crisis has made it all the more urgent that Turkey address the structural problems of its economy before lowering its guard to its EU competition. On many counts - inflation, interest rates and the public sector deficit - Turkey diverges from the European norms.

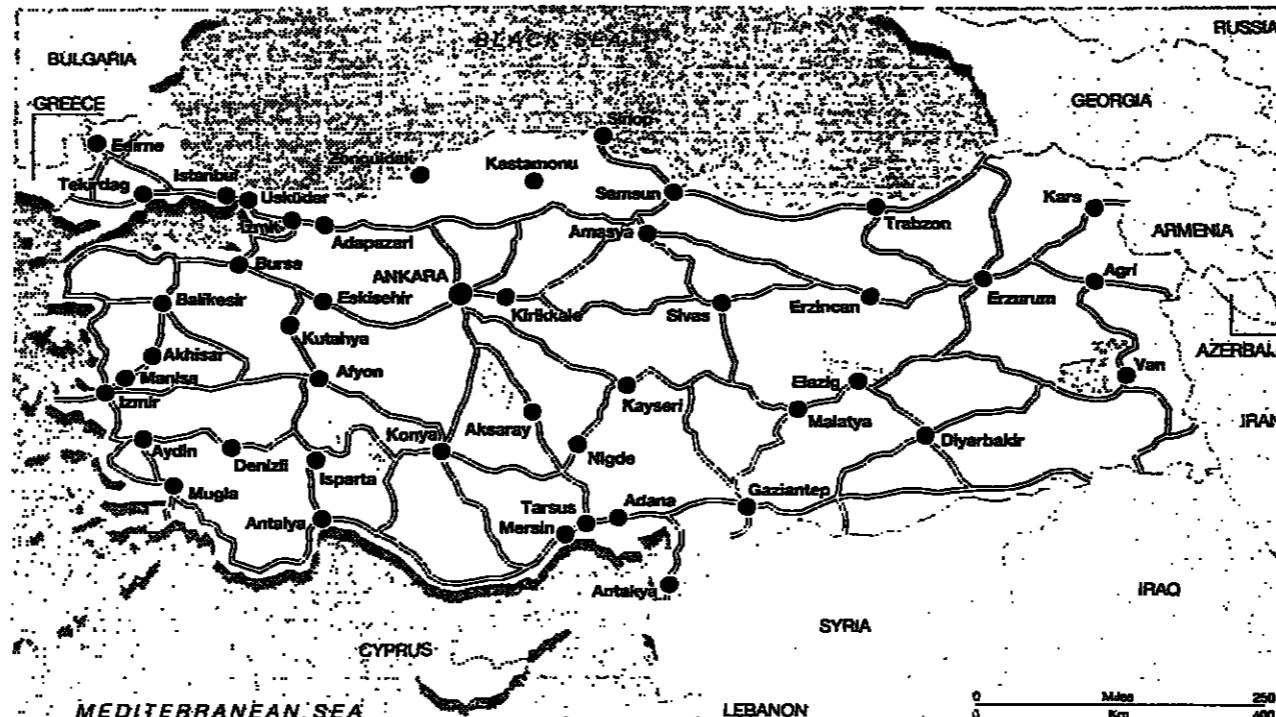
Some Turks wonder whether the attempt to integrate the country's economy with the EU is too ambitious. Nevertheless, Sir Leon asserts that customs union will have a stimu-

lative effect. However, he warns that without underpinning the recent devaluation with an austerity programme, Turkey is in danger of dissipating the gains that might accrue from customs union.

Turkey might make a better case for financial adjustment funds to help ease the process of economic integration. The Turks point out that they will be the only country to enter a customs union without first being a full member. As long as Greece continues to use its veto to block the flow of Ecu, Turkey could soon be "the only country between the Straits of Gibraltar and the Sea of Japan not to get EC aid," as one official once put it.

Currently the only assistance available is under the EU's renovated Mediterranean policy, a regional assistance programme framed in the late 1980s less with Turkey in mind than to counter the growing threat of large-scale migration from the Maghreb countries of North Africa.

Yet, despite the inevitable pain of transition to a more deregulated economy, Turkey's commitment to trade liberalisation has always been motivated more by political than economic imperatives. Unlike some of the Nordic countries, Turkey's political parties, with



the exception of the Moslem-backed Refah or Welfare party, all support the objective of closer ties with Europe.

Though Turkey's application for full EU membership was politely shelved in 1989, west-

ern officials believe there is little realistic prospect of accession in the foreseeable future. But Ankara is all too aware that any slip-up in its customs union timetable in 1995 would damage even those distant

ambitions, at a time when Turkey is already losing ground to a queue of eastern and central European countries.

In some sectors, convergence is already happening. In financial services, for example, Turkey has already adopted many of the EU banking directives.

As the number of foreign companies setting up joint ventures with local partners picks up, national brand names are giving way to international products.

Both Turkey and the EU have compelling reasons for seeing the negotiations through to a successful conclusion. For the EU, customs union will mark a further deepening of trade relations. Turkey is a dynamic regional trade hub. With a population of 60m, the country is already the EU's ninth largest export market.

The economic case for trade liberalisation is that it will stimulate efficiencies, deepen Turkey's industrial base and encourage foreign capital investment in sectors where Turkey has real comparative advantage, such as processed foods, retailing and light industry.

Last year, two-way trade exceeded \$20bn. In Brussels, Turkey is viewed as a vital partner in the newly emerging economies of the Black Sea and central Asia.

If there is to be a permanent solution to the Arab-Israeli dispute, then here too Turkey will play a big role, controlling as it does much of the region's vital water resources.

The move to a customs union will not be easy. The World Bank, in an article in its Economic Review last year, suggested a customs union would "have little beneficial effect on welfare". The impact of trade reform seems certain to exacerbate the already wide disparities of income between Turkey's prosperous western seaboard and the poverty-stricken eastern provinces.

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tries such as vehicle components.

However, the exercise presents a big challenge for the Turkish economy. Treasury officials estimate that the move to lower tariffs could reduce tax revenues by as much as \$3bn a year. As the barriers come down, imports are set to rise by a further \$1.5bn to \$2bn, adding to the trade account deficit, which in 1993 was already at a record \$14bn. In the current financial environment, it has been hard for Turkish companies to make the sort of long-term investments in upgrading technology needed to weather the increased foreign competition.

For foreign investors too, the customs union is forcing a rethink of strategies. Until now, most foreign companies have been attracted to Turkey because of the size of its market, its large population and, most important, because of the protection offered to an investor. With customs union, the market share of local producers is likely to come under pressure from imports. Moreover, until the government tackles the problem of inflation, which is as high as 70 per cent, and real interest costs of 30 per cent, the occasions where it pays to site plant in Turkey rather than to import will remain rare.

Just to complete the administrative workload, Turkey faces an awesome agenda. The urgency is underlined by the fact that all of this has to be completed by November, when a ministerial meeting of the Turkish-EU association council is due to set a final date for completion.

Several problems remain to be ironed out. Further reductions are needed to arrive at a zero tariff for EU goods and the adoption of the common external tariff (CET) applied to all incoming goods - the fact which distinguishes a customs union from a free trade agreement. From a sample of 501 industrial items, the commission estimates that the effective protection levied against EU goods is still about 15 per cent. The Union, since 1973, has provided duty-free access

for all Turkish industrial goods, except textiles which remain restricted by quota.

There are issues in the political arena, too. Real doubts remain that the Turkish parliament, given its poor record of passing legislation, can meet the legislative timetable to bring trade and industrial policy into line with that of the EU on issues that range from intellectual property rights to competition and state aid policy. The commission insists that until the necessary legislation has been approved and actually implemented, the customs union will not be fully working. Both sides are giving renewed impetus to the process through the EU-Turkish parliamentary group - normally the forum for European attacks on Turkey's human rights record.

But the main obstacle is likely to come from Turkey's large protected industries including cars and consumer electronics. Having prospered behind high tariff barriers for so long, these are understandably reluctant to lose their privileges and confront the cold blast of import competition. In the car industry - Turkey assembles locally-made Fiats and Renaults - protection levels are still around 30 per cent. A report commissioned by the car manufacturers' association suggested that Turkey would need another five years of protection to recover the cost of investments in new models now being undertaken, in expectation of the increased competition.

Paradoxically, the threat to the car industry is not so much from EU imports as from eastern and central Europe, with the Czech Skoda and the Russian Lada already making inroads, and likely to penetrate further once the 10 per cent CET for cars from third countries is adopted.

The commission's position is that if the car industry wins a delay in the timetable past 1996, then European textile manufacturers will almost certainly argue for the retention of quotas. "What's sauce for the goose is sauce for the gander," as Sir Leon Brittan put it.

The narrow victory won by Mrs Tansu Ciller, the prime minister, in last month's local elections has given the government a breathing space. But the commission is certainly under no illusions as to the difficulties in bringing Turkey into a customs union.

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Financial Profile (Billions of TL)	Dec. 31, 1992	Dec. 31, 1993
Total assets	1,488	5,756
Total loans	783	3,384
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Shareholders' equity	162	475
Net interest income	123	703
Income before taxes	77	296
Net income	62	212



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Profile: TANSU ÇILLER

Thatcher-style public relations

The prime minister is running behind schedule. The man with the face like a cooked ham is a British public relations adviser who used to work for Mrs Margaret Thatcher, her British former counterpart. Another adviser is on the phone to Elle magazine in Germany about the possibility of doing a cover story during Mrs Tansu Ciller's trip to Bonn.

Unfortunately, Mrs Ciller's policy achievements have often failed to match the aplomb of her public relations.

She is certainly not the "agent of change" that one western ambassador suggested. But for all her lack of experience, she has a strong instinct for survival. Her party's narrow victory in local polls on March 27 is largely put down to her popularity. The man on the street says that she should be given the benefit of the doubt. It is hard to find a shopkeeper who blames her for the economic mess - though that is not the view in the boardrooms and banking halls of Istanbul.

Mrs Ciller is a walking contradiction. A successful, independently wealthy woman in a male-dominated, Moslem society, she seems equally at home donning the headscarf in defiance to Islam or a football scarf in support of the soccer team Galatasaray's short-lived but heroic run in the European Cup.

Her rise to power owes much to the patronage of Mr Suleyman Demirel, the former prime minister, whose election to the presidency paved the way for



Tansu Ciller: her hold on power is something of a mystery

Mrs Ciller's leadership victory.

Mr Demirel was reportedly impressed by her robust criticisms of the late Turgut Ozal, then Motherland party prime minister, when she worked for Tusiad, the businessmen's association. During the election campaign of 1990, Mrs Ciller was frequently photographed on Mr Demirel's right-hand side. It worked for the six-times prime minister. His True Path party won the election, though without an outright majority. What perhaps he did not count on was having to give Mrs Ciller a senior cabinet position.

After more than 10 months in office, Mrs Ciller's hold on power is still something of a mystery. Her impetuous management style has shaken the crusty bureaucrats in Ankara. The casualty list is impressive - two central bank governors have resigned since she became prime minister. The former head of the state planning organisation has become one of her most virulent public critics.

Her victory in the True Path party congress in June 1993 over Mrs Ismet Sezgin, nominally the choice of Mr Demirel, is largely unexplained.

She seemed genuinely puzzled when asked during the campaign how many party MPs could be relied on to vote for her. One senior DYP figure says none of the cabinet supported her candidacy.

Mrs Ciller, a 48-year-old former Istanbul economics professor, is in many ways a political "naïf". The Turkish press has been kind. Despite rumours about her husband's irregular business dealings - particularly about the collapse in the 1980s of the Istanbul Bank, of which he was a director - there seems to be no White-water waiting to engulf the prime minister.

Cynics point out that Mrs Ciller helped the newspapers financially with generous tax breaks and investment incentives just before the leadership challenge.

Her economic policies will continue to be under close scrutiny, but her political ideas remain obscure. Her strong line on the Kurds clearly served her well in the local elections. Indeed, one of the most lasting impressions of her administration has been the way she has accommodated the military - in the fight against the Kurds and in the more parochial matter of pay rises for the armed forces and the extension of the service of General Dogan Gunes, the chief of general staff.

Gen Gunes was among the first of the public figures to applaud Mrs Ciller's recently unveiled austerity package.

John Murray Brown

FINANCIAL TIMES SURVEY

AUSTRIA

Friday April 15 1994

The economy: nimble exporters saved the day: PAGE II

Foreign relations: focus is on European Union entry terms: PAGE III

The recession came and went so fast that many Austrians now wonder whether it happened at all. Even the most bullish of officials find it hard to explain why their country escaped so lightly from the European downturn. Patrick Blum reports

New challenge in Europe

Austrians tend to be cautious, but there is no hiding the general feeling of relief and optimism, not to mention surprise, at having left behind so quickly the country's worst recession for more than a decade.

The recession came and went so fast that many Austrians now wonder whether it happened at all, although rising unemployment is a reminder of the country's vulnerability to external economic developments. But even the most bullish of officials find it hard to explain why their country escaped so lightly from the European downturn.

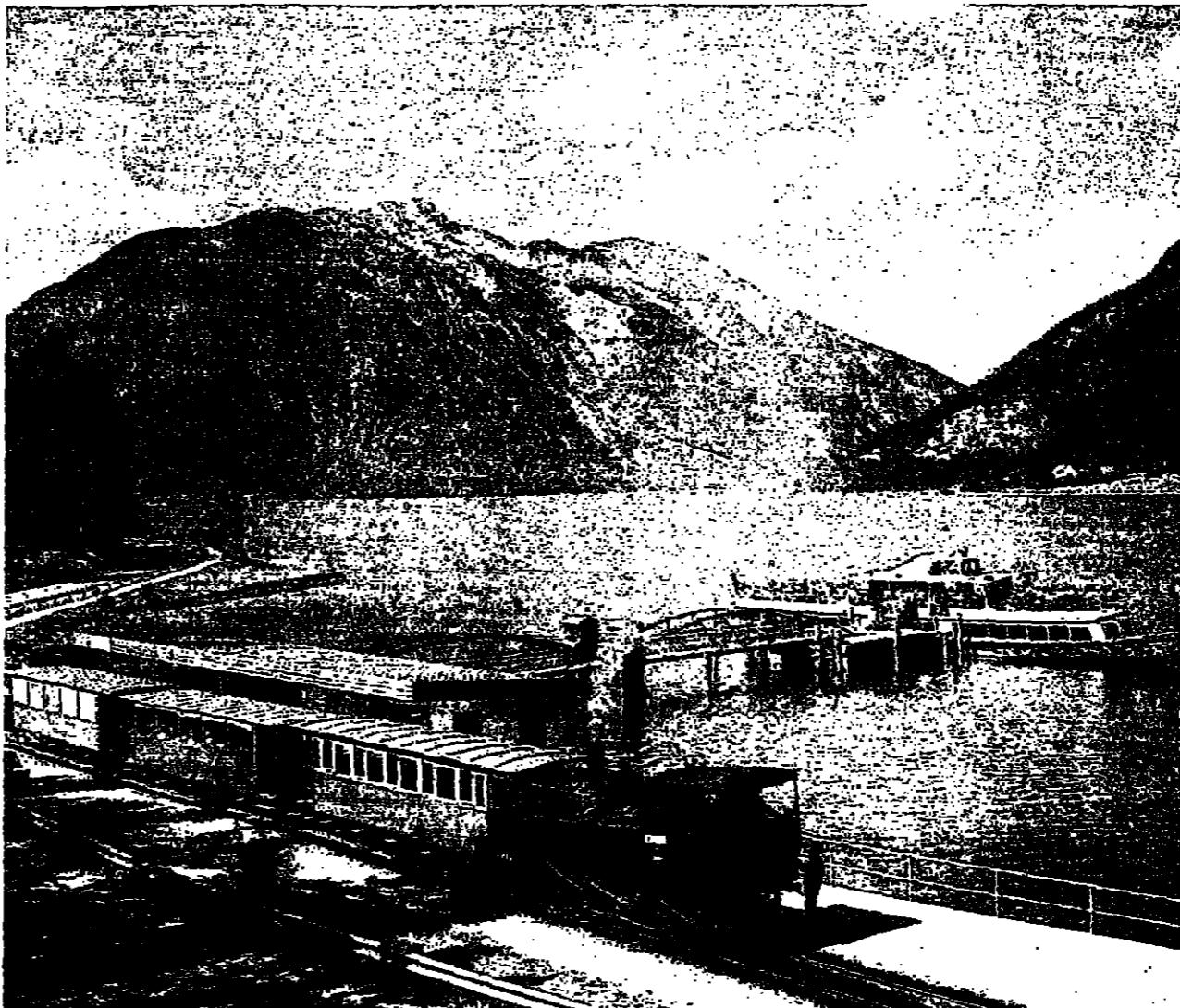
One explanation is that Austria continued to benefit much more than initially thought from the opening up of the former communist states in central and eastern Europe. While growing exports to eastern Europe could not fully compensate for declining trade in traditional western markets, they reduced the impact of the downturn. Domestic demand also held up relatively well, with public and private consumption boosted by tax reform and an acceleration in planned government expenditure on infrastructure and housing. There were other factors. Wage rises were moderated by fear of unemployment, although at 4.2 per cent of the work force, the proportion of people without jobs is well

below that in other European countries.

Many sectors of the economy are still sheltered from international competition, and the predominance of small and medium sized companies - which proved to be much more flexible than the large mainly state-owned groups - also helped. Many companies were able to switch markets and adapt production relatively easily.

Whatever the reasons, Austria's recession - with gross domestic product declining by about 0.25 per cent in 1993 - will have been one of the shortest and mildest in Europe. A modest recovery is forecast for this year, although growth picks up again in Europe, especially in the important German market which takes about 40 per cent of Austrian exports, Austria should be well placed to reap the benefits. Growth may turn out stronger than the 1.5 per cent forecast.

Austria will also be well placed to benefit from European Union membership - expected on January 1, 1995 - which will give it full and free access to the Union's expanded internal market and strengthen the country's attraction as a base for foreign investment. Good infrastructure and telecommunications, a skilled and disciplined labour force - strikes are practically



Revenues from tourism account for about 8 per cent of Austria's gross domestic product. See report, Page IV

voters favour membership. The Greens and Mr Jörg Haider's Freedom Party (FPO) on the extreme right are opposed to membership, though they are divided on the issue.

The greatest threat to a positive outcome may be complacency, with people, especially socialist voters, not bothering to vote - "for the right or wrong reasons, the EU has not been a very attractive product to sell," says Chancellor Vranitzky. It is widely perceived to have failed in its peace-making efforts in Bosnia; it is identified with the international recession; and it has much higher unemployment than Austria. The recent quarrel over minority votes was unedifying.

"So it takes an extra effort to convince our people that as a model it's an improvement," he says.

Uncertainty over the referendum's outcome worries business - "if we don't join, foreign investment will dry up. If there is no foreign investment, there'll be no technological transfer. And if there is no technological transfer, we will not be able to modernise our economy and compete," says a local banker.

Officials, however, believe they have secured sufficiently attractive membership terms and enough concessions from Brussels on agriculture and transit lorry traffic to win majority support for membership.

The general election will present the ruling parties with a different challenge. Their popularity has steadily declined since the 1980s as an increasing number of voters has grown tired of the old system under which the social democrats and conservatives have shared out power and patronage among themselves.

Disatisfaction has boosted

the Freedom Party and the Greens, but the FPO's xenophobic anti-immigration campaigns have effectively ruled it out as a coalition partner, while the Greens and the Liberals remain too small to exert much influence. The most likely outcome of the elections remains another grand coalition.

needed if Austria is to remain competitive as a business location.

Mr Franz Vranitzky, the social democrat chancellor, says that raising skills and quality will be central concerns of the next government after general elections in October.

"In Europe, it is increasingly difficult to maintain employment. Every structural change has ended with a decline in industrial jobs. We would not be well advised to copy eastern Europe [with cheap labour]. We need a high level of development, of education and skills," he says. Openness and competitiveness will be the most important factors in securing future prosperity, he adds.

Good intentions, however, are not always easy to live up to. Last year, the government overshot its spending targets by about 50 per cent with the budget deficit rising to just under Schill 100bn, representing about 4 per cent of GDP. The worsening deficit was due to lower tax revenues, a virtual halt in the privatisation programme, and rising social outlays for unemployment.

The deficit should come down this year as the recovery strengthens and privatisations get under way again. Moreover, the deficit is not as serious a problem as in other European countries, and it would represent only about 2.5 per cent of GDP if the healthier provincial governments were taken into account.

Inflation, at 3.1 per cent, is falling slowly. Economists would like to see the government make greater efforts to cut spending, but with a referendum on EU membership and a general election due

later this year, improvements on this side are likely to be modest.

The EU referendum is scheduled for June, and the future of the coalition between the Social Democratic Party (SPÖ) and the conservative People's Party (OVP) will be tested in general elections in October.

Baring surprises, the referendum should come out in favour of membership, with Austria joining on January 1. Opposition to joining has so far remained fragmented and weak, and opinion polls suggest that a clear majority of

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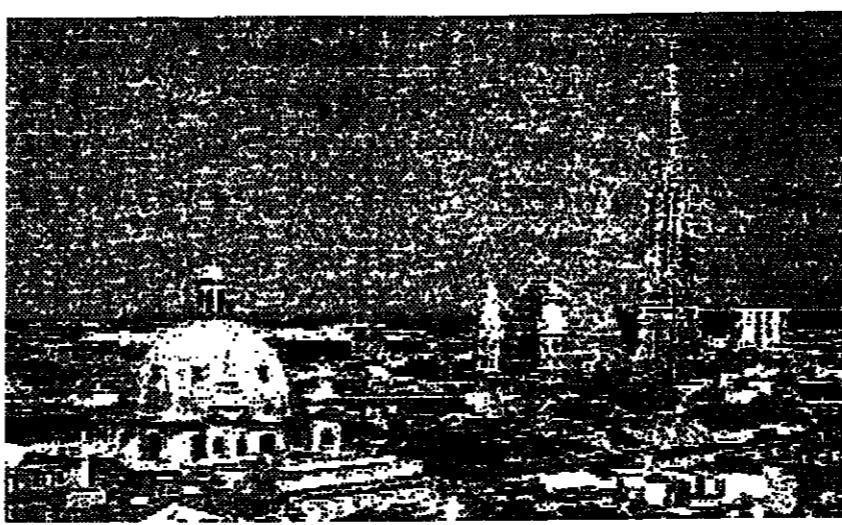
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AUSTRIA II

Ian Rodger examines the economy

Nimble exporters saved the day



Vienna: Inflation remains the Austrian economy's biggest problem

forces have been slow to work in the past year since the effective revaluation of the schilling and, more recently, the start-up of the European Economic Area (EEA).

Prices of many imported industrial inputs and consumer products remain unnecessarily high. Perhaps it will take time for both EU sellers and Austrian buyers to realise that the country's entry into the single market through the EEA creates opportunities for both.

"Our small and medium sized companies are not accustomed to being in a buyers' market. It will take them a while to learn to bargain," says Mrs Schaumayer.

The other relatively important problem is the public sector deficit. The government's plan to bring the federal deficit down from 5 per cent of GDP in 1986 to 2.5 per cent this year has been quietly jettisoned.

Good progress was made until 1992, when it was down to 3.5 per cent, but last year the deficit grew again because of various recessionary influences, the introduction of new social security spending and the failure of privatisation revenues to meet forecasts.

The budgeted Sch80bn deficit was raised to Sch80bn in the autumn, and Mr Ferdinand Lacina, the finance minister, said last month it would end up at Sch80bn, some 4 per cent of GDP.

This year's budgeted deficit is Sch80bn,

It looks as if Austria gave the recent European recession a miss.

The final figures are not in yet, but it is likely that the country did not even accumulate three successive quarters of declining output last year, and the net gross domestic product decline for the full year was probably only 0.25 per cent.

This is a much better performance than everyone but Mrs Maria Schaumayer, the president of the Austrian National Bank, expected. Mrs Schaumayer, it may be recalled, brushed aside talk of hard landings last year, saying that any landing would be of the softest velvet.

Even the quasi-official Austrian Institute of Economic Research (Wifo) was too negative, carrying a 1993 forecast of a full 1 per cent decline until mid-autumn when it detected an export recovery.

What seems to have happened is that

Exports to eastern Europe have grown very rapidly in the past three years

Austria's nimble exporters responded rapidly to the slump in demand in their main western European markets, especially Germany and Italy, and aimed their efforts more at eastern Europe, the US and the Far East. Thus the net fall in exports last year could be limited to 4.5 per cent in spite of a 9.1 per cent slide in exports to European Union countries.

Exports to eastern Europe have grown very rapidly in the past three years and now account for 13 per cent of the total. Hungary is the country's fifth-largest market after Germany, Italy, Switzerland and France. Exports to the US were up 24.5 per

cent after two years of declines. Mr Helmut Kramer, Wifo director, suspects that analysts were so impressed last year by the difficulties of some of the country's big companies - such as Austrian Industries, OMV and Leykam - that they failed to notice that smaller and medium sized companies were doing surprisingly well.

Mrs Schaumayer agrees. "There is a deeply rooted misconception that we are a country of farmers and civil servants. We have a lot of really successful industrial entrepreneurs," she says.

Productivity has also improved, at least with respect to Germany, thanks in part to the willingness of trade unions to agree moderate settlements last autumn.

The other factor in last year's resilient performance was a rise of 2 per cent in domestic demand. This was partly explained by some government pump priming early in the year, but mainly, it seems, by maintained consumer confidence. Austrian authorities point out that they were careful to avoid wallowing in the kind of excessive pessimism that could be observed in Germany and tended to make things worse.

Perhaps because of the mildness of the downturn, inflation remains the Austrian economy's biggest problem. Unemployment, the scourge of most other European countries, shows no sign of raging through

Austria. It averaged 4.2 per cent on the Organisation for Economic Co-operation and Development calculation method last year and is forecast to rise to 4.6 per cent this year as manufacturing industry continues to emphasise productivity improvement. "We expect unemployment to continue to rise steadily but slowly," says Mr Werner Teufelsbauer, chief economist at the Federal Chamber of Commerce.

Inflation, on the other hand, is still at 3.1 per cent and Wifo is forecasting that it will average 2.75 per cent in 1994.

Mr Kramer says that about a third of the pressure on prices comes from increases in tariffs on public services and another important portion from the strong demand for housing and the related recent liberalisation of rent control laws.

However, he is distressed that market

The Austrian financial scene continues to bubble - even though the stock and bond markets have gone quiet in recent months after surges last year.

The most significant, not to say startling, event of recent months has been the climax of a three-year battle over the future of GiroCredit, the former Girozentrale, the country's third-largest bank.

Giro has been a headache for Austria's bloated banking system since the late 1980s. The central clearing organisation for the country's large savings bank sector, it became excessively ambitious in the 1980s, spending more time on ill-considered expansions in international capital markets than on looking after its savings bank customers and owners.

However, as it was doing so, the two largest savings banks, Zentralsparkasse and Erste Oesterreichische, were busily building up their shareholdings in the bank. By the late 1980s, they together counted for a small majority, thus upsetting a delicate Conservative-Socialist balance that had long prevailed in the Giro supervisory board.

The significance of this change was that both Zentralsparkasse and Erste objected to Giro remaining a competitor on what they considered their turf - capital markets and retail banking - and they began

to use their power on the board to curb the bank's executives.

In late 1991, Zentralsparkasse, which is controlled by the socialist municipal government of Vienna, took over the ailing Landerbank, and turned itself into a universal bank, Bank Austria.

This seemed to clear the way for Conservative Erste to merge with Giro and resolve the impasse, and negotiations were held. However, they soon broke off, allegedly because of bad blood between executives of the two banks, but more likely because the proud and successful Erste, with a balance sheet only three-fifths the size of Giro's, was unwilling to play second fiddle in the merged concern.

A year later, Giro executives, chafing under the continuing stand-off in their supervisory board, proposed another attempt. Erste was persuaded to put together a consortium of big provincial savings banks that would buy out Bank Austria's 30 per cent stake.

The negotiations proceeded at a stately

pace reflecting the general lack of enthusiasm for the project until two months ago when Bank Austria became fed up with waiting for a solution and launched a formal bid of its own for control of Giro.

It rapidly became apparent that Bank Austria would win. The smaller savings banks could hardly

be blamed for taking Bank Austria's cash rather than having to put their own money into a new Giro holding company in which their influence over Giro would be diminished.

Bank Austria's plans for Giro are not yet clear, but it is likely to strip the bank down to its central clearing function. Among Bank Austria strategists, this structure is already known facetiously as Giro-Lite. Other departments - leasing, factoring, capital markets - will be merged with its own.

Giro's retail branches, ironically

The Austrian government has undertaken to sell its 70.5 per cent voting stake in CA

acquired with the takeover of Oesterreichisches Credit-Institut from Bank Austria two years ago, will probably be sold off to friendly wills.

Whatever happens, the operation will certainly result in a significant consolidation of Austria's bloated banking sector.

As such, it is welcomed by other bankers looking for less cut-throat competition than they have had to live with for many years.

With the resolution of the Giro problem, the focus now turns again to Creditanstalt-Bankverein (CA), the country's second-largest bank. The Austrian government has undertaken to sell its 70.5 per cent voting stake in CA, but last year turned down two concrete proposals that were put to it.

CA executives favour a wide distribution of the shares in international markets but Mr Ferdinand Lacina, the finance

minister, would rather place a large minority stake with a strong international bank. Mr Lacina says he wants to complete the sale this year.

That could turn out to be difficult if the Austrian capital market remains full. Also, banking securities are no longer the favourites they were a few months ago.

The market is now absorbing one of the biggest initial public offerings ever seen, a Sch80bn issue from Mayr-Melnhof, a large, family-owned recycled paper and board group. This issue is, among other things, proof that the massive effort of the past two years to breathe new life into the capital markets is paying off.

Among the more important reforms that came into effect at the beginning of this year was the abolition of the wealth tax. Previously, it was a disadvantage for a wealthy family to have a quoted value on its assets. Analysts say other family-controlled companies are soon likely to follow Mayr-Melnhof's lead.

but with federal elections and a tricky referendum on joining the EU in prospect, the government is unlikely to be in the business of imposing pain on anyone. Next year, Austria has to start making net contributions to the EU budget as well as compensation payments to hard-hit industries, especially agriculture.

Nobody pretends that Austria's fiscal problems are anything like as severe as those of most other western European countries. If the healthy finances of the provincial governments are taken into account, the aggregate public sector deficit is pretty close to the Maastricht requirement that it not exceed 2.5 per cent of GDP.

But economists would like to see the government pushing hard to cut spending now that economic recovery is under way.

Initially, the recovery is expected to be

fairly modest. Wifo is forecasting only 1.5 per cent GDP growth this year, and some economists believe it is being too optimistic.

Mr Kramer says the export performance is better than expected, and he believes export growth will exceed the forecast 3.8 per cent.

Domestic demand, on the other hand, will remain weak, with the only stimulus coming from income tax cuts that came into effect at the beginning of the year. Corporate capital spending, after two years of decline, will probably rise moderately.

Voest-Alpine Technology, the plant engineering arm of the former state-owned Austrian Industries, is the next big issue in the pipeline, with the privatisation of a majority of the shares scheduled for mid-May. VA-Tech's net income jumped by a third last year to Sch825m on sales of Sch25bn.

The state is also planning to sell later in the year its remaining 26 per cent stake in VA Eisenbaumsysteme, a railway technology company which was partially privatised in late 1992.

Other candidates still on the near term privatisation list include Vorarlberger Illwerke, a regional power utility that is to be sold to the Vorarlberg provincial government.

Further capital market reforms are also in the works. Following the amendment of the criminal law last year to make insider trading a criminal offence, the focus is now on prohibiting the use of anonymous bank accounts for securities transactions and creating a surveillance authority similar to the US Securities and Exchange Commission.

These moves are likely to occur following the national elections expected in October. In the meantime, Austrian capital market leaders are planning seminars in London and New York in May to explain the progress they have made.

The bloated banking sector is being consolidated, writes Ian Rodger

Financial scene is still bubbling

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AUSTRIA III

This year is proving to be even more eventful than expected for Austrian politics. Provincial elections in March saw a surge in the protest vote and support for the extreme right and the Greens at the expense of the establishment parties.

Shortly afterwards, the European Union's unseemly debate on how to block decisions within the EU threatened to undo months of careful campaigning to win public support for Austria's EU membership bid. Both events will make the government's life more difficult.

A referendum on EU membership is set to take place in June - the favoured date is June 12, to coincide with Europe-wide elections to the European parliament. If all goes well, Austria could become a member on January 1 next year. But Vienna fears that delays in Brussels or in the European parliament could upset the timetable and reduce domestic support for membership.

The row within the EU over blocking rights had a negative impact on local opinion. "It looks bad. People can't understand what it's about. They are asking why should we join this mess," says one official.

This is a far cry from feelings three weeks earlier when Mr Alois Mock, the veteran foreign minister who headed Austria's negotiating team, was given a hero's welcome on his return from Brussels following agreement over membership terms.

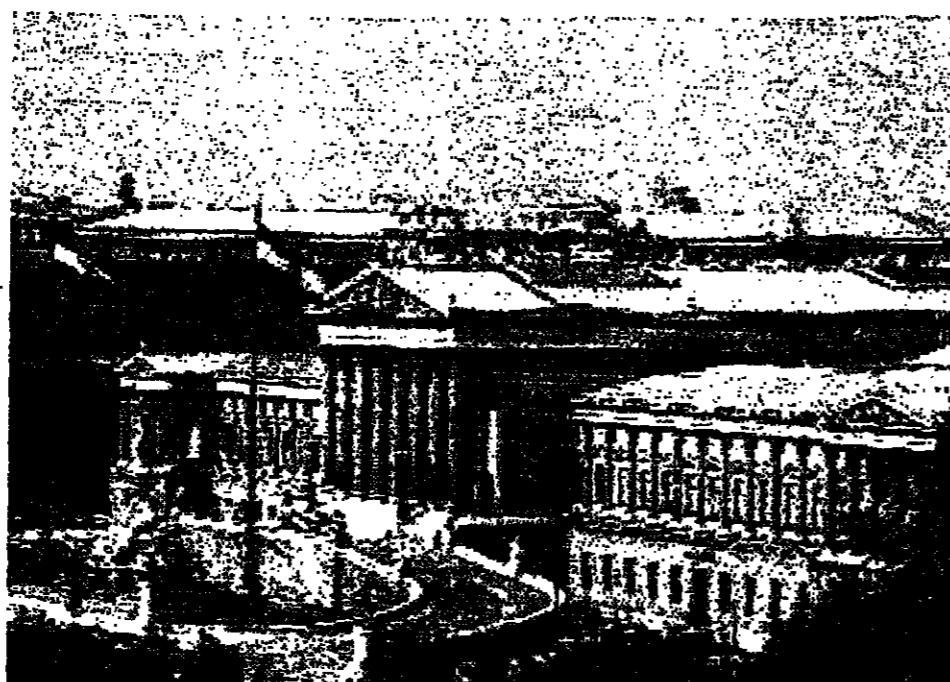
Difficulties with the Commission over agriculture and transit traffic which threatened to derail the talks were successfully overcome in a deal that most politicians considered good, although it was immediately, and predictably, denounced by the Greens as a sell-out.

The results of the negotiations strengthened support for membership with the latest opinion polls showing more than 50 per cent in favour, and around 30 per cent against, with a diminishing number undecided. An extensive government campaign in favour of membership has had a positive impact.

Officials are optimistic about the referendum, provided "the EU doesn't break down or there isn't another mismanagement crisis as in Bosnia," says another observer.

"If nothing (unfortunate happens) over the next 2½ months, the outcome will be positive. It could even be a much as 55 per cent in favour," says Mr Erhard Busek, the conservative vice-chancellor. Ironically, the strength of current support for EU membership has raised fears that people will not bother to vote.

The government also has other worries. Elections to provincial parliaments in Carinthia, Salzburg and Tyrol on March 13 turned out worse than expected for the social democrats (SPÖ) who lost ground across the three provinces. The conservative People's Party (OVP) fared relatively better, increasing its vote in Carinthia but losing voters in Salzburg and Tyrol. The new Liberal Forum failed



The parliament buildings, Vienna. Recent events will make the government's life more difficult

PICTURE: ANDY

Vienna fears delays in Brussels, writes Patrick Blum

A hectic year for the politicians

to make a breakthrough or win any seats.

The victor was Mr Jörg Haider, the youthful-looking populist leader of the right-wing Freedom Party (FPO). The Greens also did well, although they were helped by local factors.

The FPO - which under Mr Haider's leadership has veered firmly to the far right with emotional campaigns against immigration - won more than 33 per cent of the vote in Carinthia and was a close second to the social democrats whose

across the province, the local farmers' future once Austria joins the EU, and fears over foreigners buying up property.

Whatever the reasons, the results did not bode well for the two government parties. Mr Franz Vranitzky, the social democrat chancellor, admits that his party may have taken its electorate too much for granted - "March 13 was a warning for the October elections."

The SPÖ's supporters did not vote, and he says the party will have to work hard to reverse that trend.

Both parties expect to lose some support at the general election, but Mr Busek is confident about the outcome: "It will be very similar. The government parties will lose a bit, with the social democrats losing more, but there is no alternative to a [grand] coalition," he says.

An alliance with Mr Haider's freedom party is politically impossible - "Haider has put his party out of political business. The FPO can't be in any coalition," says Mr Busek. The Liberals also look weak and, in what is still a strongly Roman Catholic country, may have been damaged by a debate in which they pressed for a full separation of church and state.

Mr Busek says that, for all its drawbacks, the current coalition offers stability at a time when Austria faces important changes, and this may be a winning argument.

The debate over EU membership has caused divisions within the Greens and FPO, with Mr Haider's business backers worried about the potential consequences of economic isolationism. The FPO leader said he would not tell supporters how to vote in the referendum, though a large

share of the vote fell 8.5 per cent to 37.4 per cent.

Mr Haider wanted to win back the province's government which he was forced to relinquish three years ago after he made a speech apparently endorsing Nazi employment policies. But in spite of the FPO's strong showing, neither the social democrats nor the People's Party appear willing to enter into a coalition with Mr Haider.

The FPO also increased its share of the vote in Salzburg and Tyrol, and its success will give a boost to Mr Haider and his party for next October's general election.

The Greens were the other "winners", increasing their share of the vote to 10.5 per cent in Tyrol and 7.2 per cent in Salzburg province. Ms Madeleine Petrovic, the Green party leader, said the results provided "the best starting position for the general election", although support in Tyrol may have been heavily influenced by a mixture of concerns over lorry transit

and the referendum, though a large

Manufacturing profile: Lenzig

Global expansion

It is always a surprise to find "the largest" of anything in a small country such as Austria. Lenzing, the viscose, plastics and papers group based in the eponymous Austrian town near Salzburg, for example, is the world's largest producer of viscose, the wood pulp-based fibre that is the raw material for rayon and other woven and non-woven products.

Viscose has not been a growth sector for some time. On the contrary, the world market has long hovered around 2m tonnes a year, and prices are frequently under pressure as a result of competition with other fibres and low-cost producers in developing countries.

But Lenzing in which two Austrian banks have large minority shareholdings, has followed a deliberate policy of increasing its concentration on viscose - which now accounts for three quarters of its Schöbun annual revenue.

In the past two decades, the number of viscose producers in Europe has dropped from 25 to seven, but Lenzing believes the remaining three majors, including Courtaulds of the UK and Hoechst of Germany, can thrive on the basis of high-quality products and service.

So it has consistently built up its capacity, and last year surpassed Birla of India to become the world's largest producer, with annual capacity of 268,000 tonnes in plants in Austria, the US and Indonesia.

The group has combined this expansion with a big commitment to research and development of new products, and is on the verge of large scale production of a new cellulose

based fibre called Lyocell.

In the early 1980s, the group was looking for ways to make better fibres from dissolving pulp. Viscose has a relatively poor image and an unpleasant smell and the production process requires a number of nasty chemicals, including carbon disulphide and caustic soda. Lenzing has had to spend Schöbun since 1988 to make its mills environmentally friendly.

The answer, it hopes, is Lyocell, a fibre developed in the early 1980s by Akzo, the German chemicals group, that uses N-Methyl-Morpholine-Oxide (NMMO) as a solvent.

Lenzing is one of only two companies that have licences to use the basic Lyocell technology.

For one thing, the production process is an energy-efficient closed loop, with both the NMMO and water being recycled. Lyocell fibres also have greater wet tenacity than viscose and better form stability.

Lenzing is one of only two companies - the other is Courtaulds - that have licences to use the basic Lyocell technology. Courtaulds has developed a fibre called Tencel, which has soft, peach-fuzz characteristics.

Lenzing has been moving in a different direction, trying to perfect a fibre that will enable it to compete effectively against cotton and silk in high-quality, high-volume clothing items, such as shirts, blouses and dresses.

In 1990, it started up a pilot plant in Lenzing to produce

what it calls Lyocell by Lenzing.

By last year, the product was so good that the group could sell the 200 tonnes annual capacity at roughly two times the price of viscose.

Within the next few weeks, the group hopes to win approval of its supervisory board to invest more than Schöbun in a full-scale 20m tonne-a-year plant. A rights issue to finance it would be necessary, as the group's balance sheet has been weakened in the past few years by its heavy investments in pollution control equipment.

Moreover, in 1992, weak fibre prices undermined margins and the group fell into loss and a further loss occurred last year.

Undaunted, Lenzing continues to develop its viscose business. In August, 1992, it bought a 45,000 tonnes-a-year viscose plant in Tennessee from BASF and has since boosted capacity to 60,000 tonnes. Expansion of its plant in Indonesia was also completed in 1992 and a further \$100m expansion is under consideration.

Last autumn, it won a Schöbunm contract to build a 20m tonne viscose plant in China, with options to participate in the sector at a later stage.

And last month, it entered a 100,000 tonnes a year dissolving pulp joint venture in Brazil with Klebin Fabricadora de Papel e Celulose and the International Finance Corporation to secure raw material supplies for its viscose plants throughout the world.

Ian Rodger

The agreement to join will open a new era, writes Ian Rodger

Focus on EU entry terms

Most of Austria's diplomatic energies in the past year have been directed at negotiating the terms of entry into the European Union. There was no doubt that the immense satisfaction in government and business circles at the settlement reached early last month.

However, the country has also remained active on other fronts, particularly concerning what it calls its neighbourhood, the countries of central and eastern Europe. It has also participated in the multilateral Middle East peace negotiations. And it has once again suffered an embarrassment with its state president.

The agreement to join the EU provided it is ratified by a national referendum in June, will open a new era in Austrian political and economic affairs.

Mr Alois Mock, foreign minister, said after the conclusion of the negotiations that entry would enable Austria to regain its place at the heart of Europe after 40 years of forced neutrality.

"Thanks to its historical relations to the countries of central and eastern Europe, Austria will be able to make an important contribution to the policies of the union in this region," Mr Mock said. The country's economic and social stability, its hard currency and highly-trained workforce should also contribute to the integration process, he said.

As expected, the sticking points among the nearly 400 negotiating topics were agriculture and trans-Alpine transit, but Austria won satisfaction on both. A particularly aggressive sugar lobby won quotas beyond their expectations. "At times, we thought we were in a sugar negotiation, not an accession treaty," an Austrian diplomat says wryly.

On transit, serendipity appeared in the final tense stages of the negotiations when on February 20 the Swiss voted to ban all transit lorries from their Alpine passes from 2002. EU negotiators realised they had no choice but to concede to Austria's demand that the existing bilateral treaty forcing gradual reductions in lorry emissions over the next decade.

The EU also magnanimously encouraged the European Investment Bank to help finance a Schönau rail tunnel through the Brenner pass to take the pressure off the

motorway there. The upshot is that the immediate impacts on Austria of joining the EU look relatively modest. Manufacturing industries have already adjusted because of the activation of the European Economic Area (EEA) at the beginning of this year.

Mrs Maria Schaumayer, president of the Austrian National Bank, has served notice that the Austrian schilling will remain tightly tied to the D-Mark.

Mr Mock believes the biggest impact will be on farmers, whose lot will improve because of specially targeted national aid.

He also looks forward to the breakdown of quasi monopolies in many consumer product sectors as competition from EU producers increases. Already, Bavarian milk producers are upsetting the Austrian retail milk market, reportedly taking up to 15 per cent of the market.

Another area that will change is Austria has been particularly concerned about the former Yugoslavia

Mock's own department from which some 800 bureaucrats are expected to be despatched to Brussels to work in the European Commission.

Apart from its relations with the EU, Austria's main external preoccupation at the moment is with the nearby countries of central and eastern Europe.

Austria has tried in many ways to support their economic and political reconstruction because, as Mr Mock puts it simply, "Their stability is our stability." He points out that Austria's trade with Slovenia is already greater than its trade with Russia, and the government continues to try to mobilise support in other western European countries for financing infrastructure developments in these countries.

Austria has been particularly concerned about the former Yugoslavia and from 1990 to 1992 when it was in the UN Security Council, it made several proposals, such as the setting up of security zones and the sending of preventive peace forces, that were subsequently adopted.

However, sensitive to the complexity of neighbourly feelings, it has refrained from

sending its own peacekeeping troops to Bosnia. Instead, it has sent troops to other trouble spots such as Rwanda, so that other UN forces would be available to serve in Bosnia.

The Middle East is another area of Austrian interest, following the long and sometimes controversial policy of the former chancellor Bruno Kreisky to promote ties with Arab countries. Dr Kreisky was the first western leader to invite Mr Yasser Arafat, the Palestine Liberation Organisation leader, to Europe, and the PLO's first representation in the West was opened in Vienna.

Last June, Mr Franz Vranitzky, the chancellor, signalled a return to a more balanced policy, becoming the first Austrian chancellor to visit Israel. He provided the long-demanded formal apology for Austria's involvement in the Holocaust. "We share moral responsibility because many Austrians welcomed the Anschluss, supported the Nazi regime and helped it to function," Mr Vranitzky said in a speech to the Hebrew University in Jerusalem.

"We admit to all that has happened in our history and to the deeds of all Austrians, be they good or bad. Just as we claim credit for our good deeds we must beg forgiveness for the evil ones, the forgiveness of those who survived and the forgiveness of the descendants of those who perished."

Austria's relations with Israel and many other countries were made awkward in the late 1980s because of the efforts by Mr Kurt Waldheim, its president, to cover up his record as an officer in the German army during the second world war.

Mr Waldheim finally stepped down in mid-1992, making way for Mr Thomas Klestil, the polished former chief of the Austrian diplomatic service.

Mr Klestil has worked hard to restore external links, making visits to several countries. But his value, too, came in doubt last winter when he admitted publicly that his marriage was in trouble because he was having an affair with an official in his office.

He dithered for some time over how to handle the situation and ended up losing both his wife and his mistress.

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For a copy of our 1993 Annual Report, please contact Dr. Michael Losen at VA Technologie AG, Lunzerstraße 64, A-4031 Linz, Austria.

Well on the way to world class.

FINANCIAL HIGHLIGHTS

1993 1992 1991

Turnover (M) 1,225 1,025 900

EBITDA (M) 100 80 70

Net Profit (M) 25 20 15

EPS (M) 0.15 0.12 0.10

Dividends (M) 0.05 0.04 0.03

EPS (M) 0.10 0.08 0.07

Dividends (M) 0.03 0.02 0.02

EPS (M) 0.07 0.06 0.05

Dividends (M) 0.02 0.01 0.01

EPS (M) 0.05 0.04 0.03

Dividends (M) 0.01 0.01 0.01

EPS (M) 0.03 0.02 0.02

Dividends (M) 0.005 0.005 0.005

EPS (M) 0.015 0.01 0.01

Dividends (M) 0.005 0.005 0.005

EPS (M) 0.005 0.005 0.005

AUSTRIA IV

Patrick Blum reports on the tourist industry

Hotel owners feel the pinch

One in every 20 foreign trips taken anywhere in the world leads to Austria, according to official tourism statistics. But while this testifies to the strength of Austria's tourism industry, the past two years have not been good years for hotel owners and tour operators.

The recession in Germany, devaluations in Britain and Italy, and a decline in the number of travellers from the US, combined to depress foreign currency revenues to Sch156.2bn last year, down from the record Sch161.2bn in 1991.

Arrivals and overnight stays were down in every province except Styria, in spite of considerable investment and marketing efforts. Officials hope that with Europe now gradually pulling out of recession this year will bring better results, thereby helping improve declining profit margins.

Any improvement would also help accelerate recovery for the national economy, which in turn would encourage more Austrians to spend time away from home and boost domestic tourism.

A few statistics give an indication of the industry's economic and social importance.

Revenues from tourism account for about 8 per cent of gross domestic product, rising to 15 per cent of GDP if the leisure industries are included.

About 164,000 workers are employed directly in restaurants and hotels; another 100,000 are self-employed and, if workers in related activities including in boutiques, travel agencies, and leisure facilities, are included, the number of people employed directly and indirectly in the industry swells to about 400,000 - representing about 13 per cent of the total workforce. The net Sch16bn foreign revenue income from tourism - after deduction from what Austrians spend abroad - covers almost 62 per cent of the country's deficit in traded goods.

Official policy is to encourage moves up-market by offering better accommodation and service, and catering for special interests or "hobby tourism".

This includes special programmes for tennis, water sports or golf and for those interested in fishing, riding, or who want to improve their health and looks.

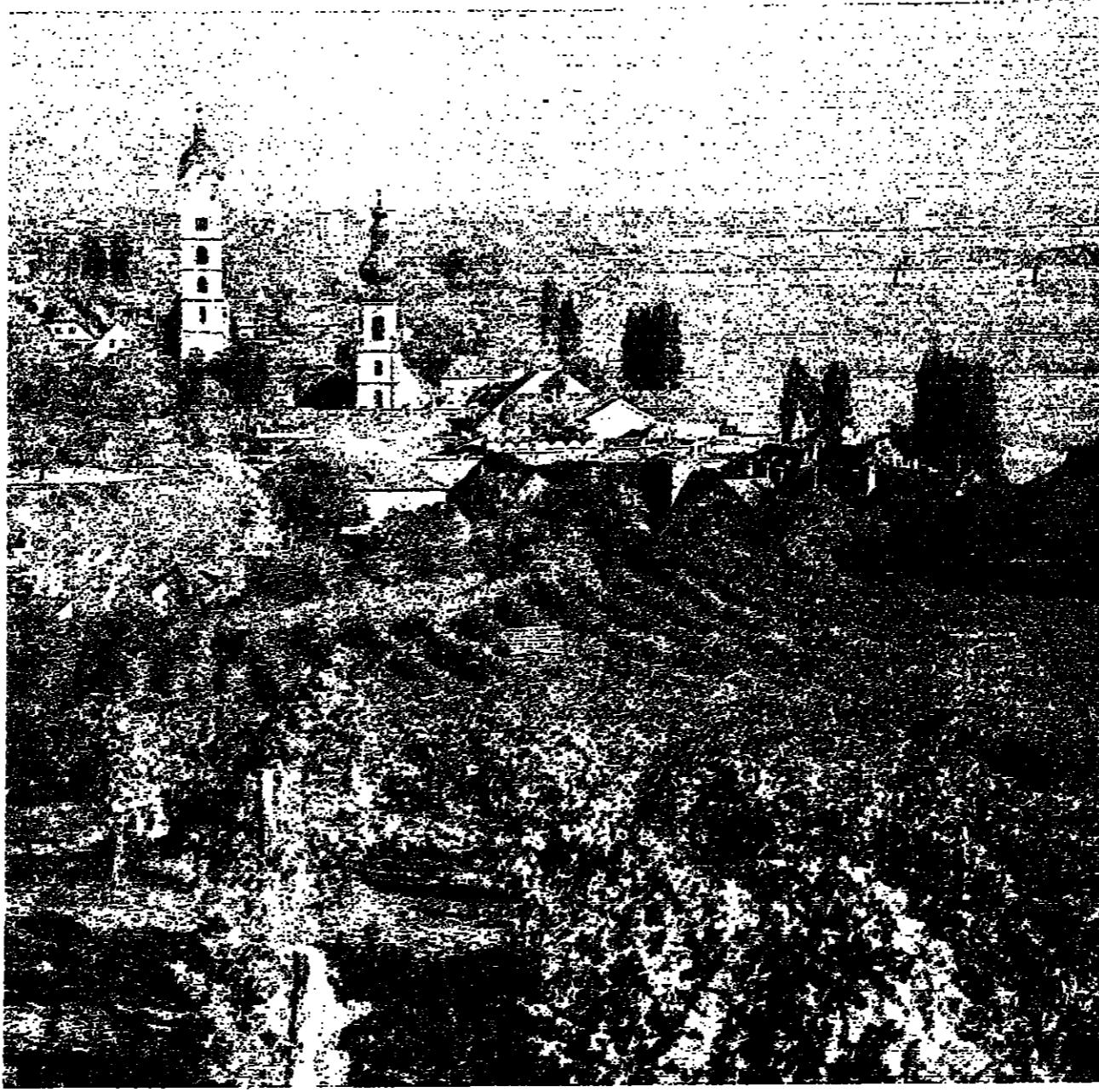
There is an "Allegro Austria" programme dedicated to music lovers, and there are special programmes for families with small children. "These programmes have been very successful," says Mr Michael Rafling, head of the hotels and restaurants section in the Austrian Economic Chamber.

To take advantage of Austria's plans to join the European Union next year, the government recently announced that it would invest Sch13m-Sch14m in a special campaign throughout Europe on the theme of "Come and see the new member".

Meanwhile, the number of high standard hotels of five and four stars has risen steadily since the early 1980s from just over 100,000 in 1981 to 163,661 last year.

The number of two stars and single-star hotels has declined by about 100,000 to 278,916 in the same period. The number of middle range, three-star hotels has risen by about 50,000 to 240,446.

Most tourists come from western Europe with visitors from Germany accounting for 67 per cent of overnight stays



Most tourists come from western Europe with visitors from Germany accounting for 67 per cent of overnight stays

Picture ANTO

is limited by the range and quality of what they can offer, and while Austria is more expensive, it offers better service and infrastructure and a wider choice of activities in a cleaner environment.

Decades of investment and training were needed to make Austria's tourism industry one of the world's most successful, as more people have wanted to travel in the region. Many visitors want to combine a trip to the three cities. Agents are increasingly offering "magic triangle" programmes, especially to visitors from the US.

Efforts to stagger domestic holidays have had little success so there is still overcrowding at popular spots, particularly in the winter.

The costs of environmental protection for a wide range of activities - from waste disposal

to ski runs - are rising rapidly. Community services and labour costs are also rising fast.

The introduction of the five-day week in 1992 has notice-

ably increased costs." Mr Rafling says.

Environmental concerns can also make promotion more difficult. One idea was to have summer festivals in all the

provinces, but it has met strong opposition from environmental groups.

However, Mr Rafling says there is also a positive side which can be developed to Aus-

tria's advantage. "On one hand it creates a lot of problems, but guests are also becoming more and more environment conscious, and we are well placed to meet that demand."

The agriculture sector is uncompetitive, writes Patrick Blum

Tough adjustments ahead

A collective sigh of relief greeted the news that Austria's negotiators in Brussels had finally reached agreement on European Union membership terms covering agriculture.

A "good" deal was seen in Vienna as crucially important if the government was to win support for a June referendum on joining the EU. In the event, most politicians saw last month's outcome to the negotiations as positive for Austria, but more importantly it was perceived that way by much of the public.

Even so, the government will be hard put to calm local fears about the impact of joining the EU. Austria's uncompetitive agriculture faces some tough adjustments.

The EU deal allows Austria to continue to subsidise its farmers for a period with generous financial help from Brussels, but it also requires Austria to open its market to competition with prices aligned on EU prices from day one of membership. There will be no soft transition period.

Austria will be able to limit imports of cereals, poultry, pork and milk over a four-year period. It was granted an annual milk production quota of 2.5m tonnes - less than the 2.9m tonnes it had originally sought but seen as an acceptable compromise in Vienna. A sugar quota of a little over 390,000 tonnes roughly meets real annual sugar production rather than the theoretical 450,000-500,000 tonnes claimed in the negotiations.

Mr Franz Fischler, agriculture minister, says the immediate cost of reducing prices to EU levels will be about Sch1.8bn. The EU is expected to provide about Sch2.8bn in environment-designated financial help in addition to standard support from its regional and social funds.

It is also hoped farmers will benefit from free access to EU markets, but the benefits may be delayed until Austria develops both better marketing and distribution networks.

Meanwhile, Mr Fischler is confident that Austrian agriculture can succeed

with new products and markets. "Austria can develop niche markets for environmentally sound produce. Biological farming production in Austria already is the biggest in Europe," he says.

Adjustment will be difficult but, he says, Austrian agriculture was already facing difficult changes under the new General Agreement on Tariffs and Trade. Even if Austria did not become a member of the EU, its agriculture would face serious problems. "Access to traditional markets in the EU will be limited and burdened with duties. Reduction of subsidised export quantities by 21 per cent and export subsidies by 36 per cent as stipulated in the Gatt agreements would worsen Austria's position," said a

Migration from the land at an annual rate of about 5 per cent threatens long-term prospects

recent agriculture ministry report.

Austrian agriculture is hampered by difficult local conditions, low productivity, narrow markets and poor distribution networks. Migration from the land at an annual rate of about 5 per cent also threatens long-term prospects. With a farmer's average income less than half that of an industrial worker, considerable incentives will be needed to keep people on the land.

There are about 270,000 farms in Austria, most of which are family owned. About half are smaller than 10 hectares and 45,000 are smaller than three hectares. One in three farmers works full time on their farm, and two thirds rely on a second job to supplement their income. Altogether farming employs about 5.5 per cent of the population, although it contributes only 2.4 per cent of gross domestic product.

Local climate and land conditions make farming more difficult than in other European countries. More than 64 per cent of agricultural land is in mountain areas, and more than 60 per cent of farm-

ers are Alpine farmers - a higher proportion than in any other EU country. Mountain land is difficult to tend, the use of machinery is limited and much of the work has to be done manually.

Because it is economically and socially important for Austria to keep people on the land - a large number of farmers help to sustain the economically vital tourist industry - farming is encouraged with a wide range of subsidies, and by any estimate, support will be needed for years to come. Modernisation and productivity improvements are likely to be slow.

Further down the food chain, the domestic food processing industry faces similar problems. Mr Werner Teufelbauer, director of economic policy at the Austrian Economic Chamber, says both sectors will experience a shock as markets are opened up and protection ends.

He says Austria's exclusion from the EU for 20 years has not prepared it for the challenge and opportunities of a much wider market. It will take time and money to establish new market systems. Meanwhile, "quite a lot of companies could go bankrupt or be bought up by French or German ones," he says.

The food processing industries employ about 40,000 people, but make mainly basic products on an uncompetitive scale, he argues.

An example of things to come is provided by the rapid inroads of German producers of dairy products who have picked up 15 per cent of Austria's market in milk and yoghurts in the three months since the European Economic Area came into effect last January. Other sectors will face similar challenges.

Mr Alois Mock, the foreign minister who headed Austria's negotiating team in Brussels, is more optimistic. He says conditions for farmers, and especially mountain farmers, will improve during the transition as a result of the agreement. But no-one doubts there will be pain as well as benefits. "There will be tougher competition and we will see restructuring at the local level," he says.

Manufacturing profile: VA Eisenbahnsysteme

A world leader in its field

Mention Austria to railway technology buffs and they will think first about Plasser & Theurer, the formidable family firm that makes a machine that simultaneously pulls up old track and lays down new.

But Austria has another company that dominates a niche in the international railway technology business, VA Eisenbahnsysteme, formerly part of the state-owned Voest-Alpine steel and engineering group, is a world leader in the manufacture of points (switches) for high-speed and heavy-duty rail lines.

It also makes other sophisticated rail-related equipment, such as trackside devices for detecting overheated rolling stock axles (hot boxes).

Until 1988, VA Eisenbahnsysteme was just a division within Voest-Alpine, sharing facilities and management with the group's tunneling equipment division at Zeltweg in the middle of Styria. The first switches were made there in 1866.

Its reputation for quality was such that it had very large market shares, especially with European railways.

So when VA bosses began looking internally for candidates for privatisation, the points business rapidly emerged at the head of the list.

A proper corporate structure was set up and the company launched itself more systematically into overseas markets. VAE was convinced that demand for railway infrastructure was on the verge of huge growth in many countries.

At an early stage, the decision was made to carry out expansion through subsidiaries and joint ventures rather than export, not least because of the bulkiness

of the products. VAE has moved rapidly, thanks in part to nearly Sch1.6bn in new equity provided by a partial privatisation in December 1992 and a rights issue last November. It now has outlets in the US, Canada, Australia and Hungary.

The group's product line is vast, covering every conceivable type of point for tram lines, cog railways, cable railways, standard railways and even some that serve rail lines of more than one gauge.

Its success is built on sophisticated welding techniques and cast steel crossings that make its points more durable than those of its competitors, and on its know-how for designing the extremely gently curved points that trains can negotiate at up to 200km/h.

In 1992, after a one-year inspection, it was awarded the ISO 9001 norm by Lloyds of London for its quality assurance system.

The group also makes electronic point diagnosis systems which provide constant surveillance and set off alarms when trouble is detected.

Group sales and profits have grown rapidly in the past three years. Last year, consolidated net income jumped 16 per cent to Sch1.7bn on sales up 21 per cent to Sch1.7bn, and the directors are forecasting further growth this year.

After a difficult start at Sch1.95 in a weak market in December, 1992, the shares have been among the best performers in the Austrian market. They rose to a peak of Sch1.85 at the end of last year and the trend continued in the first quarter of this year.

The state holding company OIAG is expected to sell its remaining 26 per cent stake in the group in the autumn.

Ian Rodger

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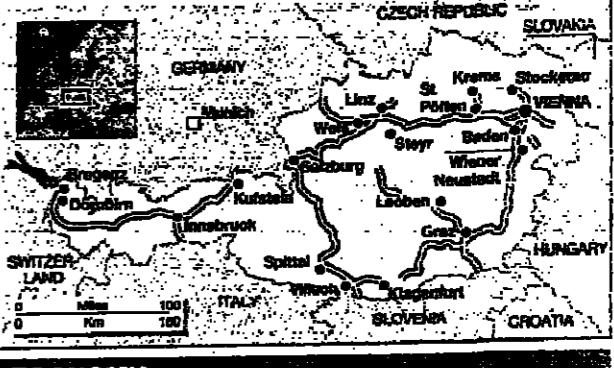
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AUSTRIA: KEY FACTS

Area	83,850 sq km
Population	7.9 million
Head of state	President Thomas Klestil
Currency	Schilling (Sch)

Exchange rate (avg) - 1992: Sch1.95-Sch10.09 1993: Sch1.95-Sch11.54



ECONOMY

	1992	1993
Total GDP at current prices (\$ billions)	185.3	180.5
Real GDP growth (%)	1.5	-0.25
GDP per capita (\$)	23,450	22,750
Federal government deficit/GDP (%)	3.3	4.0
Public sector deficit/GDP (%)	2.0	2.5
Consumer prices (annual % change)	4.1	3.1
Wholesale prices (annual % change)	-0.25	-0.4
Industrial production (annual % change)	-1.1	-0.8
Unemployment rate (% of labour force)	9.5	4.2
Discount rate (% and period)	8.1	6.4
Govt bond yield (% and period)	8.3	6.6
Total reserves minus gold (\$billions)	12.38	14.6
Narrow money growth, M1 (% per annum)	6.2	7.6
B		